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AUTHOR

Howe, Richard D.; And Others

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#### ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 700 colleges and universities. Data cover the following disciplines: Engineering; Foreign Languages; Geological Sciences; Home Economics; Letters; Library and Archival Sciences; Life Sciences; Mathematics; Multi-Interdisciplinary Studies; Music; Nursing. Presented for each discipline is a summary of the overall average salary increase between the baseline year of 1986-37 and the year 1989-90, for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines. The participating institutions are listed. (JB)



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## SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1986-87 AND 1989-90 IN THE FOLLOWING DISCIPLINES/MAJOR FIELDS:

Engineering; Foreign Languages; Geology; Home Economics; Letters; Library and Archival Sciences; Life Sciences; Mathematics; Multi-Interdisciplinary Studies; Music; Nursing; and, Philosophy and Religion

by Richard D. Howe and Associates Appalachian State University Boone, North Carolina 28608 "PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Richard D. Howe

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

## Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, DC, and the other for the nation's private senior colleges and universities.

Salary data from each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines/major fields, 12 of which are included herein in alphabetical order. The disciplines/major fields were chosen from among those defined by the Higher Education General Information (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985.

Each of the 12 disciplines/major fields herein presents a summary of the overall average salary increases in that discipline/major field from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's state (AASCU) study of 1986-87, 210 also participated in the 1989-90 study. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA's private study of 1986-87, 265 also participated in the 1989-90 study. Data from those same 265 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 12 individual disciplines/major fields for both the state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 12 individual disciplines/major fields between the two state studies and the two private studies for each of the two study years (1986-87 and 1989-90) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 36 selected academic disciplines/major fields studied is found in Appendix A of each discipline/major field included herein, and the list of all participating senior colleges and universities is found in Appendixes B (state) and C (private) of each discipline/major field included herein.



## SALARY-TREND STUDY OF FACULTY IN ENGINEERING

## FOR THE YEARS

## 1986-87 AND 1989-90

By
Richard D. Howe
and
Ming Land

Since 1982-83, the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including engineering. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of engineering in the CIP is as follows:

A summary of groups of instructional programs that describe the mathematical and natural sciences gained by study, experience, and practice and applied with judgement to develop ways to economically utilize the materials and force of nature for the benefit of mankind.\*

[\*Gerald S. Malitz, <u>A Classification of Instructional Programs</u> (Washington, DC.: National Center for Education Statistics, [1985], p. 72.--14.)]



This article presents a summary of the overall average salary increases in the discipline/major field of engineering from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in engineering for both state and private participating institutions by rank, including "new assistant professor," and listing the taculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made using the two studies for each of the two study years (1986-87 and 1989-90) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.



The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of engineering in the 1986-87 state study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 1.18 for assistant professors in the discipline/major field of engineering in the 1986-87 state study means that their salaries are 18 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of engineering with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the



NEW **ASSO** ASST ASST PROF **PROF PROF** PROF INSTRUCTOR ALL RANKS SALARY NUM N/IN DISCIPLINE: ENGINEERING STATE, 1986-87: MAJOR FIELD: ENGINEERING AVERAGE SALARY: 44745 535 60 62 28 37378 496 63 32022 453 64 31839 70 24973 69 31 37802 1553 FAC MIX PCT: 0.34 0.32 0.29 0.04 0.04 1.00 SALARY FACTOR: 1.12 1.14 1.18 1.22 1.16 1.16 ALL MAJOR FIELDS AVERAGE SALARY: 39819 17564 32676 15205 26202 1869 27122 14268 21466 4423 32611 51460 210 FAC NIX PCT: 0.34 0.30 0.28 0.04 0.09 1.00 DISCIPLINE: ENGINEERING STATE. AVERAGE 1989-90: MAJOR FIELD: ENGINEERING SALARY: 53916 49 44836 477 39293 472 55 524 55 39363 83 33 30973 56 26 45729 1529 61 FAC MIX PCT: 0.34 0.31 1, 0.05 0.31 0.04 1.00 SALARY FACTOR: 1.15 1.17 1.23 1.51 1.26 1.20 ALL MAJOR FIELDS AVERAGE SALARY: 47023 18930 38352 15550 31853 16354 26030 2865 24499 4733 38213 55567 210 FAC MIX PCT: 0.34 0.28 0.29 0.05 0.09 1.00 DISCIPLINE: ENGINEERING PRIVATE. 1985-87: MAJOR FIELD: ENGINEERING AVERAGE SALARY: 49925 619 44 38452 453 47 33732 350 43 34277 75 24 25540 31 14 41927 1453 50 FAC MIX PCT: 0.43 0.31 0.24 0.05 0.02 1.00 SALARY FACTOR: 1.25 1.24 1.37 1.38 1.24 1.33 ALL MAJOR FIELDS AVERAGE SALARY: 40015 8507 31131 8438 25483 8319 24917 1279 20566 1985 31411 27249 265 FAC MIX PCT: 0.31 0.31 0.31 0.05 0.07 1.00 DISCIPLINE: ENGINEERING PRIVATE, 1989-90: MAJOR FIELD: ENGINEERING AVERAGE SALARY: 59192 621 41 40772 394 45882 411 42 43 41452 60 21 28297 23 13 49917 1449 49 FAC MIX PCT: 0.43 0.28 0.27 0.04 0.02 1.00 SALARY FACTOR: 1.25 1.24 1.33 1.39 1.17 1.33 ALL MAJOR FIELDS AVERAGE SALARY: 47397 9026 36865 8771 30621 9004 29780 1476 37422 28609 265 24196 1808 FAC MIX PCT: 0.32 0.31 0.31 0.05 0.06 1.00



group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 70 of the 210 state (AASCU) institutions. The average salary of the 1,553 faculty was \$37,802. This average salary was approximately 16 percent (1.16%) higher than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of engineering was reported in 61 of the same 210 state (AASCU) institutions. The average salary of the 1,529 faculty was \$45,729. This average salary was approximately 20 percent (1.20%) higher than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in engineering after three years in the state institutions studied was 21.0 percent (\$45,729 minus \$37,802 equals \$7,927). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 7.2 percent or an average of 2.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.1 percent (\$38,213 minus



32,611 equals \$5,602). In comparison to the discipline/major field of engineering (21.0%), therefore, the percentage of salary increase of the faculty in ALL MAJOR FIELDS was 3.9 percentage points (21.0% minus 17.1% equals 3.9%) less than faculty in engineering. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent.

Since the discipline/major field of engineering is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the state studies; 0.34 vs. 0.28 (1986-87), respectively; and 0.34 vs. 0.29 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS had the same percentage of professors and a lower percentage (28%) of assistant professors in the 1986-87 state study. Currently (1989-90), the percentages for full professor are the same, but lower for assistant professors in ALL MAJOR FIELDS in comparison to engineering.

Finally, the hiring rate of new assistant professors in engineering is high in the state studies: 4.0 percent (62/1,153) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in engineering in 1989-90 was 5.4 percent (83/1,529) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of engineering is more than for ALL MAJOR FIELDS in both the state studies of 1986-87 and 1989-90.



## RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 50 of the 265 private institutions. The average salary of the 1,453 faculty was \$41,927. This average salary was approximately 33 percent (1.33%) higher than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of engineering was reported in 49 of the same 265 private institutions. The average salary of the 1,449 faculty was \$49,917. This average salary was approximately 33 percent (1.33%) higher than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in engineering after three years in the private institutions studied was 19.1 percent (\$49,917 minus \$41,927 equals \$7,990). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 5.3 percent or 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of engineering (19.1%), therefore, the percentage of salary increase of the faculty in ALL MAJOR FIELDS was the same as the faculty in the engineering. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent over the three-year period.



Because engineering is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.43 vs. 0.24 (1986-87), and 0.43 vs. 0.27 (1989-90), respectively. This is different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), and 0.32 vs. 0.31 (1989-90), respectively. ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than engineering in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in engineering in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 5.2 percent (75/1,453) vs. 4.7 percent (1,279/27,049), respectively; and in 1988-89, 3.8 percent (56/1,490) vs. 4.3 percent (1,388/28,627), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of engineering and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 and the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,984 faculty in the discipline/major field of engineering participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.



trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of engineering is currently (1988-89) some 20 and 33 percent above the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for engineering in the private institutions was approximately 17 percent more in comparison to that in the state institutions in 1986-87. The overall average faculty salary in the private institutions is now (1989-90) 13 percent more compared to the salary factor for the state institutions but in real dollars is only 9 percent more.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in engineering, in both state and private institutions, received overall salary increases for three years above the cost-of-living. The "real" salaries of engineering faculty in both the state and private institutions grew faster than the "real" salaries of faculty in ALL MAJOR FIELDS. Engineering faculty in the public institutions have some catching up to do in salary in comparison with their colleagues in the private institutions.

Third, since the discipline/major field of engineering is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in the private institutions. It seems a somewhat smaller percentage of new assistant professors is being hired in both the state and private institutions.

Now that a rather significant data base on individual faculty salaries



has been developed, it is anticipated that additional salary-trend studies will be effected in engineering, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Ming Land is dean of the College of Fine and Applied Arts and professor of technology at Appalachian State University, Boone, North Carolina.

#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13



## APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

PHILOSOPHY AND RELIGION

BUSINESS ADMINISTRATION AND MANAGEMENT

PHYSICAL EDUCATION

BUSINESS AND MANAGEMENT

PHYSICAL SCIENCES

BUSINESS ECONOMICS

PHYSICS

CHEMISTRY

POLITICAL SCIENCE AND GOVERNMENT

COMMUNICATION TECHNOLOGIES

PSYCHOLOGY

COMMUNICATIONS

READING EDUCATION

COMPUTER & INFORMATION SCIENCES

SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION

SOCIOLOGY

DRAMATIC ARTS

SPECIAL EDUCATION

SERVICES

DRAWING

SPEECH PATHOLOGY/AUDIOLOGY

**EDUCATION** 

STUDENT COUNSELING AND PERSONNEL

ENGINEERING

FOREIGN LANGUAGES

VISUAL AND PERFORMING ARTS

GEOLOGY

. . . .

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

TOTAL: 36

MUSIC

NURSING



#### APPENDIX B

## CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Adams State College (CO) Alabama State University (AL) Albany State College (GA) Angelo State University (TX) Appalachian State University (NC) Arkansas Tech University (AR) Auburn University at Hontgomery (AL) Augusta College (GA) Austin Peay State University (IN) Ball State University (IN) Bemidji State University (MN) Black Hills State University (SD) Bluefield State College (WV) Bridgewater State College (MA) " ... California State University, Bakersfield (CA) California State University, Nayward (CA) California University of Pennsylvania (PA) Castleton State College (VI) Central Connecticut State University (CI) Central Niesouri State University (NO) Central State University (OK) Central Washington University (WA) Chadron State College (NE) Christopher Newport College (FA) Citadel, (The) Hilltary College of South Carolina (SC) Clarion University of Pennsylvania (PA) Cleveland State University (ON) College of Staten Island, The (NY) Columbus College (GA) Delta State University (MS) Dickinson State University (ND) East Central University (OK) East Tennessee State University (TN) East Texas State University (IX) East Texas State University at Texarkana (TX) Pastern Connecticut State University (CT) Emstern Illinois University (1L) Rastern Washington University (WA) Edinboro University of Pennsylvania (PA) Pitchburg State College (MA) Florida Atlantic University (FL) Fort Mays State University (RS) Francis Harion College (SC)  $I_{I}$ Frostburg State University (HD) George Mason University (VA)

Georgia College (GA) Georgia Southern College (GA) Gienville State Coilege (WV) Grambling State University (IA) Grand Valley State University (MI) Harris-Stove State College (MD) Henderson State University (AR) Ihmmacao University College (PR) Idaho State University (15) 1111nois State University (11.) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Jacksonville State University (AL) James Madison University (WV) Rearney State College (NE) Reene State College (NH) Remesav State University (GA) Kent State University (OH) Lake Superior State University (MI) Lamar University--Beaumont (IX) Lander College (SC) Lewis-Clark State College (ID) Lincoln University (HO) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport (LA) Louisiana Tech University (LA) Maine Maritime Academy (HE) Hansfield University of Pennsylvania (PA) Marshall University (WV) Mary Washington College (VA) Hayvilla State University (ND) Memphis State University (TN) Hesa State College (CO) Metropolitan State College (CO) Hetropolitan State University (MM) Hiddle Tennessee State University (TN) Hillersville University of Pennsylvania (RY) Hississippi University for Women (HS) Hissouri Southern State College (HO) Hissouri Western State College (HO) Montana College of Mineral Science & Technology (HT) Montclair State College (NJ) Moorhead State University (MN)

Horehead State University (RY)



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Horgan State University (MD) Hurray State University (RT) New Hexico Highlands University (181) North Adams State College (MA) North Carolina Central University (NC) Northeast Louisians University (LA) Northeast Missouri State University (MD) Northeastern Illinois University (IL) Mortheastern State University (OR) Northern Arizona University (AZ) Morthern Illinois University (IL) Northern Rentucky University (RY) Northern Michigan University (MI) Northern State University (SD) Oakland University (MI) Old Dominion University (VA) Peru State College (ME) Pittsburg State University (RS) " Plymouth State College (NN) Portland State University (OR) Radford University (VA) Rhode Island College (RI) Saginav Valley State University (MI) Sales State College (NA) Sam Houston State University (TX) San Diego State University (CA) Sangamon State University (1L) Shepherd College (WV) Shippensburg University of Permsylvania (PA) Slippery Rock University of Pennsylvania (PA) School State University (CA) South Dakota School of Hines & Technology (SD) Southeast Missouri State University (MD) Southeastern Louisiana University (LA) Southeastern Massachusetts University (MA) Southern College of Technology (GA) Southern Illinois University at Carbondale (IL) Southern Illinois University at Edwardsville (IL) Southern Oregon State College (OR) Southwest Hissouri State University (MO) Southwest State University (MR) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) St. Cloud State University (FM) State University of New York College At Brockport (NY) State University of New York College at Buffalo (NY) State University of New York College  $T_{I}$ at Fredonia (NY) State University of New York College at Old Westbury (NY)

State University of New York College at Potadam (NY) Stephen P. Austin University (TX) Sul Ross State University (TX) Tennessee Technological University (IN) Texas A&I University (TX) Texas ASM University at Galveston (TX) Texas Woman's University (TX) Towson State University (ND) Troy State University (AL) University of Akron, The (OH) University of Arkansas at Little Rock (AR) University of Arkansas at Monticello (AR) University of Central Arkansas (AR) University of Colorado at Colorado Springs (CO) University of Colorado at Denver (CO) University of Houston--Clear Lake (TX) University of Haine at Fort Rent (ME) University of Maryland Baltimore County (HD) University of Montevallo (AL) University of Nebraska at Omaha (NE) University of Nevada, Las Vegas (NV) University of North Carolina at Asheville (NC) University of North Carolina at Charlotte (NC) University of North Carolina at Greensboro (NC) University of North Carolina at Wilmington (NC) University of Northern Colorado (CO) University of Northern Iowa (IA) University of North Texas (TX) University of Pittsburgh at Bradford (PA) University of Pittsburgh at Johnstown (PA) University of Science and Arts of Oklahoma (OK) University of South Alabams, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Spartanburg (SC) University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Maine (ME) University of Southern Hississippi (HS) University of Southwestern Louisiana (LA) University of Tennessee at Chattanooga (TN) University of Tennessee at Martin (IN) University of Texas at Dailas (TX) University of Texas at San Antonio (TX) University of Texas at Tyler, The (TX) University of the Virgin Islands--St. Croix University of the Virgin Islands--St. Thomas University of Wisconsin--Eau Claire (WI) University of Wisconsin--Green Bay (WI)



University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (W1) University of Wisconsin--Plattville (WI) Valdosta State College (GA) Valley City State University (ND) Washburn University of Topeka (KS) Wayne State College (NE) Weber State College (UT) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) West Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CI) Western Illinois University (IL) Western Rentucky University (RY) Western Hichigan University (HI)" Western Oregon State College (OR) Western State College of Colorado (CO) Wichita State University, (RS) William Paterson College (NJ) Winston-Salem State University (NC)

## TOTAL: 210

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#### APPENDIX C

#### CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Abilene Christian University (TX) Central College (IA) Albertus Magnus College (CT) Central Hethodist College (MO) Albion College (HI) Central Wesleyan College (SC) Aifred University (NY) Chapman College (PA) Allegheny College (PA) Christian Brothers College (IN) Allentown College of St. Francis de Sales (PA) Clark University (NA) Alma College (NI) Cogswell Polytechnical University (CA) American University, The (DC) Coker College (SC) Amberst College (MA) College of Hount Saint Vincent (NY) Arms Maris College (IIA) College of Mount St. Joseph (OII) Aquinas College (HI) College of Saint Hary (NE) Arkansas College (AR) College of St. Scholastica (MN) Asbury College (RY) College of St. Thomas (NN) Ashland University (OH) deter College of the Holy Cross (MA) Augustana College (IL) College of Wooster, The (OH) Concordia College (MN) Amora University (IL) Aviia College (MO) Concordia College (NY) Azusa Pacific University (CA) Concordia Yeachers College (NE) Rabson College (NA) Cornell College (IA) Baidwin-Wallace College (OH) Covenant College (GA) Bard College (NY) D'Touville College (NY) Barry University (FL) Daniel Webster College (NII) Beaver College (PA) David Lipscomb College (IN) Beliarwine College (RT) Defiance College, The (Off) Bellevue College (NE) Depaul University (IL) Benedictine College (RS) Dickinson College (PA) Bethune-Cookman College (FL) Dozne College (NE) Birmingham-Southern College (AL) Dominican College of Blauvelt (NY) Boston University (MA) Dordt College, Inc. (IA) Bradley University (IL) Drake University (IA) Briar Ciiff College (AL) Drew University (NJ) Bridgewater College (VA) Drury College (MO) Brighes Toung University (UI) Eastern Mermonite College and Bryant College (R1) Seminary (VA) Bryn Hawr College (PA) Eckerd College (FL) Bucknell University (PA) Elshurst College (IL) Butler University (IN) Eimirs College (NY) Cabrini College (PA) Embry-Riddle Aeronautical University (FL) Canisius College (NY) Emerson College (HA) Capital University (OH) Emory & Henry College (VA) Carroll to lege (HT) Eureka College (IL) Carroll College (WI) Fairfield University (CI) Cataub: college (NC) Ferrum College (VA) Catholic Theological Union (IL) Fontbonna College (HO) Catholic University of America, The (DC) Franklin and Harshall College (PA) Cedar Crest (PA) Furman University (SC) Cedarville College (CN) George Fox College (OR)



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|--|
| George Washington University, The (DC)           |
| Georgetown University (NC)                       |
| Georgian Court College (PA)                      |
| CMI Engineering & Management Institute (MI)      |
| Gonzaga University (WA)                          |
| Gordon-Conwell Theological Seminary (MA)         |
| Grace College & Theological Seminary (IN)        |
| Guilford College (NC)                            |
| Namiline University (MN)                         |
| Mampton University (VA)                          |
| Hawaii Pacific Coilege (HI)                      |
| Heidelberg College (OH)                          |
| Hiram College (OII)                              |
| Holy Names College (CA)                          |
| Hood College (HD)                                |
| Huston-Tillotson College (IX)                    |
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| Iona College (NY)                                |
| Ithaca College (NY)                              |
| John Carroll University (OII)                    |
| Johns Hopkins University, The (MD)               |
| Juniata College (PA)                             |
| Kalamazoo College (MI)                           |
| Kenyon College (OH)                              |
| King's College (PA)                              |
| La Roche College (PA)                            |
| Le Tourneau College (TX)                         |
| Lebanon Valley College (FA)                      |
| Lewis & Clark College (OR)                       |
| Lincoln Memorial University (TN)                 |
| Linfield College (OR)                            |
| Loras College (IA)                               |
| Louisiana College (LA)                           |
| Loyola College in Maryland (MD)                  |
| Lather College (IA)                              |
| Lutheran Theological Seminary at Gettysburg (PA) |
| Lycoming College (PA)                            |
| Lynchburg College (VA)                           |
| Hadonna College (NI)                             |
| Halone College (OH)                              |
| <u> </u>   |
| Manhattan Christian College (RS)                 |
| Hanhattanville College (NY)                      |
| Marietta College (OH)                            |
| Marist College (NY)                              |
| Mars Hill College (NC)                           |
| Mary Baldwin College (VA)                        |
| Harymount College (NY)                           |
| Mnrywood College (PA)                            |
| Hemphis Theological Seminary (TN)                |
| Hercer University (GA)                           |
| Herry College (NY)                               |
| Mercy College of Detroit (MI)                    |
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Meredith College (NC) Herrimack College (MA) Milliken University (IL) Missouri Baptist College (MO) **Hormouth College (NJ)** Horavian College (PA) Morris Brown College (GA) Mount Mercy College (IA) Mount Saint Mary's College (ND) Hount St. Clare College (1A) Hount Union College (OH) Nount Vernon College (DC) Muskingum College (Oil) Nazarene Theological Seminary (MO) Neumann College (PA) North Central College (IL) Northeastern University (HA) Northland College (WI) Northwestern College (IA) Northwestern College (MN) Norwich University (VT) Notre Dame College (NH) Notre Dame College (OH) Notre Dame Seminary (LA) Ohio Northern University (OII) Ottawa University (RS) Otterbein College (OH) Our Lady of the Holy Cross College (LA) Our Lady of the Lake University (TX) Paine College (GA) Palm Beach Atlantic College (FL) Park College (MO) Parks College of St. Louis University (IL) Pepperdine University (CA) Piedmont College (GA) Pikeville College (KY) Polytechnic University (NY) Presbyterian College (SC) Principia College (IL) Quincy College (1L) Randolph-Macon Woman's College (VA) Reed College (OR) Reformed Bible College (HI) Regis College (MA) Rensselser Polytechnic Institute (NY) Rhode Island School of Design (RI) Rider College (NJ) Roanoke College (VA) Rockford College (IL) Rockhurst College (HO) Rocky Mountain College (MT)



Rose-Hulsan Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CT) Saint John's University (NN) Saint Joseph College (CT) Saint Joseph's College (IN) Saint Mary's College (MI) Saint Mary's College (MN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Michael's College (VI) Salem College (NC) School of the Ozarks, The (MO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siena College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spaiding University (RY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (RY) Tri-State University (1N) Trinity College (DC) Trinity College of Vermont (VI) Trinity University (TX) United Theological Seminary of the Twin Cities (HN) University of Charleston, The (SC) University of Dayton (OH) University of Detroit (MI) University of Dubuque Theological Seminary (24) University of Findley, The (OH) University of Hartford (CT)

University of La Verne (CA) University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (OH) University of San Diego (CA) University of the South (TN) University of Tulsa (OK) Valparaiso University (IN) Viterbo College (WI) Walsh College (OH) Washington and Jefferson College (PA) Washington Bible College (MD) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Maryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

TOTAL: 265



## SALARY-TREND STUDY OF FACULTY IN FOREIGN LANGUAGES

## FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Peggy Hartley

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including foreign languages. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of foreign languages in the CIP is as follows:

A summary of groups of instructional programs that describe the structure and use of language that is common or indigenous to people of the same community or nation; the same geographical area, or the same cultural traditions; including such features as sounds, literature, syntax, phonology, morphology, semantics, sentences, prose and verse, as well as the development of skills and attitudes used in communicating and evaluating thoughts and feelings through oral and written language.\*

[\*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 85.--16.)]



This article presents a summary of the overall average salary increases in the discipline/major field of foreign languages from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of foreign language faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed



computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professors of the foreign languages in the 1986-87 state study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of .94 for assistant professors in the discipline/major field of foreign languages in the 1986-87 state study means that their salaries are 6 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of foreign languages with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the



|  | PRO<br>SALARY I   | OF<br>NUM N/IN | PR    | SO<br>OF<br>NUM N/IN | ASS<br>PRO<br>SALARY |         | NET<br>AS:<br>PRO<br>SALARY I | ST<br>OF | /IN | Instr<br>Salary |       |            |         | ranks<br>Num n/ | 'IN |
|--|---|----------------|-------|----------------------|----------------------|---------|-------------------------------|----------|-----|-----------------|-------|------------|---------|-----------------|-----|
| DISCIPLINE: FOREIGN LANGUAGES  STATE, 1986-87: MAJOR FIELD: FOREIGN LANGUAGES  |   |                |       |                      |                      |         |                               |          |     |                 |       |            |         |                 |     |
|  | : 39050   | 455 143        | 31501 | 459 143              | 25417                | 413 138 | 23305                         | 62       | 50  | 19846           | 88    | 51         | 31427   | 1415            | 176 |
| FAC MI<br>PCT:   | 0.32  |                | 0.32  |                      | 0.29                 |         | 0.04                          |          |     | 0.06            |       |            | 1.00    |                 |     |
| SALARY<br>FACTOR   | : 0.98  |                | 0.96  |                      | 0.94                 |         | 0.89                          |          |     | 0.92            |       |            | 0.96    |                 |     |
| ALL MAJOR FIELDS   |   |                |       |                      |                      |         |                               |          |     |                 |       |            |         |                 |     |
|  | (: 39819  | 17564          | 32676 | 15205                | 27122                | 14268   | 26202                         | 1869     |     | 21466           | 442   | 3          | 32611   | 51460           | 210 |
| FAC MI<br>PCT:   | 0.34  |                | 0.30  |                      | 0.28                 |         | 0.04                          |          |     | 0.09            |       |            | 1.00    |                 |     |
| DISCIPLINE: FOREIGN LANGUAGES  STATE, 1989-90: MAJOR FIELD: FOREIGN LANGUAGES  |   |                |       |                      |                      |         |                               |          |     |                 |       |            |         |                 |     |
|  | (: 46216  | 478 147        | 36808 | 461 148              | 29478                | 483 153 | 24037                         | 80       | 59  | 22171           | 156   | 70         | 35967   | 1578            | 180 |
| FAC MI<br>PCT:   | 0.30  |                | 0.29  |                      | 0.31                 |         | 0.05                          |          |     | 0.10            |       |            | 1.00    |                 |     |
| SALAR!<br>FACTO  | R: 0.98   |                | 0.96  |                      | 0.93                 |         | 0.92                          |          |     | 0.90            |       |            | 0.94    |                 |     |
| ALL MAJOR FIELDS   |   |                |       |                      |                      |         |                               |          |     |                 |       |            |         |                 |     |
|  | Y: 47023  | 18930          | 38352 | 15550                | 31853                | 16354   | 26030                         | 2865     |     | 24499           | 473   | 3          | 38213   | 55567           | 210 |
| FAC NI<br>PCT:   | 0.34  |                | 0.28  |                      | 0.29                 |         | 0.05                          |          |     | 0.09            |       |            | 1.00    |                 |     |
| DISCIPLINE: FOREIGN LANGUAGES FRIVATE, 1986-87: MAJOR FIELD: FOREIGN LANGUAGES |   |                |       |                      |                      |         |                               |          |     |                 |       |            |         |                 |     |
|  | Y: 37731  | 337 138        | 29565 | 434 156              | 24414                | 386 147 | 22871                         | 66       | 45  | 19655           | 116   | 66         | 29261   | 1273            | 209 |
| FAC N  | 0.26  |                | 0.34  |                      | 0.30                 |         | 0.05                          |          |     | 0.09            |       |            | 1.00    |                 |     |
| SALAR'<br>FACTO  | Y<br>R: 0.94  |                | 0.95  |                      | 0.96                 |         | 0.92                          |          |     | 0.96            |       |            | 0.93    |                 |     |
| ALL MAJOR FIELDS   |   |                |       |                      |                      |         |                               |          |     |                 |       |            |         |                 |     |
|  | Y: 40015  | 8507           | 31131 | 8438                 | 25483                | 8319    | 24917                         | 1279     | )   | 20566           | 198   | 15         | 31411   | 27249           | 265 |
| FAC M  | 0.31  |                | 0.31  |                      | 0.31                 |         | 0.05                          |          |     | 0.07            |       |            | 1.00    |                 |     |
| DISCIPLINE: FOREIGN LANGUAGES PRIVATE, 1989-90: MAJOR FIELD: FOREIGN LANGUAGES |   |                |       |                      |                      |         |                               |          |     |                 |       |            |         |                 |     |
| AVERA  | GE  |                | 25222 |                      |                      |         |                               |          |     | 0,0,1           | • • • |            | 21.1.50 | 1212            | 215 |
| FAC M  | IX  | 340 139        |       | 413 149              |                      | 442 159 |                               | 86       | 61  |                 |       | כסי        |         | 1312            | 215 |
| PCT:<br>SALAR  |   |                | 0.31  |                      | 0.34                 |         | 0.07                          |          |     | 0.09            |       |            | 1.00    |                 |     |
| FACIO  | FACTOR: 0.93 0.96 0.95 0.91 1.00 0.92  ALL MAJOR FIELDS |                |       |                      |                      |         |                               |          |     |                 |       |            |         |                 |     |
| AVERA  |   |                |       | -1-1                 |                      |         |                               | <b>.</b> |     | <b>.</b>        |       |            | 434.55  | 00/00           |     |
| FAC M  |   | 9026           |       | 8771                 |                      | 9004    |                               |          |     | 24196           |       | ) <b>8</b> |         | 28609           | 265 |
| PCT:   | 0.32  |                | 0.31  |                      | 0.31                 |         | 0.05                          |          |     | 0.06            |       |            | 1.00    |                 |     |



group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of foreign languages was reported in 176 of the 210 state (AASCU) institutions. The average salary of the 1,415 faculty was \$31,427. This average salary was approximately 4 percent (0.96%) lower than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of foreign languages was reported in 180 of the same 210 state (AASCU) institutions. The average salary of the 1,578 faculty was \$35,967. This average salary was approximately 6 percent (0.94%) lower than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in the foreign languages after three years in the state institutions studied was 14.4 percent (\$35,967 minus \$31,427 equals \$4,540). The CPI reported an increase in the of cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 0.6 percent or an average of 0.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus , \$32,611 equals \$5,602). In comparison to the discipline/major field of foreign



languages (14.42), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percentage points (17.2% minus 14.4% equals 2.8%) more than faculty in the discipline/major field of foreign languages. In "real" or infla tion-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent.

The reader may note that the faculty mix percentage in the discipline/major field of foreign languages is greater at the full professor rank than the assistant professor rank in the 1986 - 87 state study, 0.32 vs. 0.29 (1986-87) and lower in the 1989 - 90, 0.30 vs. 0.31 (1989-90). The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a similar percentage of assistant professors compared to foreign languages in both state studies.

Finally, the hiring rate of new assistant professors in foreign languages was higher than that for ALL MAJOR FIELDS in the 1986-87 state study: 4.4 percent (62/1,415) vs. 3.6 percent (1,869/51,460), respectively. In the 1989-90 study, the hiring rate of new assistant professors in foreign languages was slightly lower than that for ALL MAJOR FIELDS: 5.1 percent (80/1,578) vs. 5.2 percent (2,865/55,567), respectively.

## RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of foreign languages was reported in 209 of the



265 private institutions. The average salary of the 1,273 faculty was \$29,261. This average salary was approximately 7 percent (0.93%) lower than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of foreign languages was reported in 215 of the same 265 private institutions. The average salary of the 1,312 faculty was \$34,480. This average salary was approximately 8 percent (0.92%) lower than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in the foreign languages after three years in the private institutions studied was 17.8 percent (\$34,480 minus \$29,261 equals \$5,219). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.0 percent or 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of foreign languages (17.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.3 percent (19.1% minus 17.8% equals 1.3%) more than faculty in the discipline/major field of foreign languages. The inflation-adjusted increase for facultyy in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

The reader may note that the faculty mix percentage in the discipline/major field of foreign languages is slightly lower at the professor rank that the



assistant professor rank in the private studies: 0.26 vs. 0.310 (1986-87) and 0.26 vs. 0.32 (1989-90), respectively. In ALL MAJOR FIELDS for the private studies, the faculty mix percentage at the professor rank is equal to the assistant professor rank: 0.31 vs. 0.31 (1986-87) and 0.32 vs. 0.31. respectively.

Finally, the reader may note that the hiring rate of new assistant professors in foreign languages is slightly higher than the hiring rate for ALL MAJOR FIELDS in the 1986-87 state study, 5.2 percent (66/1,273) vs. 4.7 percent (1,279/27,249), respectively. In 1989-90 the hiring rate of new assistant professors in foreign languages was slightly more than the hiring rate for ALL MAJOR FIELDS, 6.6 percent (86/1,312) vs. 5.2 percent (1,476/28,609), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of foreign languages and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year—a total of four studies. A total of 5,578 faculty in the discipline/major field of foreign languages participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary



factors in the discipline/major field of foreign languages are currently (1989-90) some 6 and 8 percent below the overall faculty salary factors of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for foreign languages in the private institutions was approximately 3 percent less in comparison to the salary factor in the state institutions in 1986-87 but is 7.4 percent lower in real dollars. The faculty salary factor in the private institutions is now (1989-90) approximately 2 percent less in comparison to that for the state institutions but is 4.3 percent lower in real dollars.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in foreign languages, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The "real" salaries of foreign language faculty in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Foreign languages faculty in both the state and private institutions have some catching up to do in salary in comparison with ALL MAJOR FIELDS.

Third, in the discipline/major field of foreign languages there is not a marked difference between the number of faculty with the rank of full professor and assistant professor in either the state or the private institutions. The full professor rank appears to be decreasing slightly in the state institutions compared to the private institutions. It seems that an increasing percentage of new assistant professors are being hired in both the private and state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies



will be effected in the foreign languages, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Peggy Hartley is professor of foreign languages at Appalachian State University, Boone, North Carolina.

## APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14



## APPENDIX A

#### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

PHILOSOPHY AND RELIGION

BUSINESS ADMINISTRATION AND MANAGEMENT

PHYSICAL EDUCATION

BUSINESS AND MANAGEMENT

PHYSICAL SCIENCES

BUSINESS ECONOMICS

**PHYSICS** 

CHEMISTRY

POLITICAL SCIENCE AND GOVERNMENT

COMMUNICATION TECHNOLOGIES

**PSYCHOLOGY** 

COMMUNICATIONS

READING EDUCATION

COMPUTER & INFORMATION SCIENCES

SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION

SOCIOLOGY

DRAMATIC ARTS

SPECIAL EDUCATION

DRAWING

SPEECH PATHOLOGY/AUDIOLOGY

**EDUCATION** 

STUDENT COUNSELING AND PERSONNEL

SERVICES

ENGINEERING

VISUAL AND PERFORMING ARTS

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

**MATHEMATICS** 

MULTI-INTERDISCIPLINARY STUDIES

TOTAL: 36

MUSIC

NURSING



#### APPENDIX B

#### CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Adams State College (CO) Alabama State University (AL) Albany State College (GA) Angelo State University (TX) Appalachian State University (NC) Arkansas Tech University (AR) Auburn University at Hontgomery (AL) Augusta College (GA) Austin Peay State University (IN) Ball State University (IN) Bemidji State University (MN) Black Hills State University (SD) Bluefield State College (WV) Bridgevater State College (HA) California State University, Bakersfield (CA) California State University, Sayward (CA) California University of Permsylvania (PA) Castleton State College (VI) Central Connecticut State University (CI) Central Missouri State University (MO) Central State University (OR) Central Washington University (WA) Chadron State College (NE) Christopher Newport College (VA) Citadel, (The) Military College of South Carolina (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OII) College of States Island, The (NY) Columbus College (GA) Delta State University (MS) Dickinson State University (ND) East Central University (OR) East Termessee State University (TN) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Washington University (WA) Edinboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida Atlantic University (FL) Port Nays State University (RS) Francis Marion College (SC) : 1 Frostburg State University (MD) George Mason University (VA)

Georgia College (CA) Georgia Southern College (GA) Clenville State College (WV) Grambling State University (IA) Grand Valley State University (HI) Harris-Stove State College (HO) Henderson State University (AR) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Jacksonville State University (AL) James Madison University (WV) Rearney State College (NE) Reens State College (NH) Rennesaw State University (GA) Kent State University (印) Lake Superior State University (HI) Lamar University--Beaumont (TX) Lander College (SC) Lewis-Clark State College (ID) Lincoln University (HU) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport (LA) Louisians Tech University (LA) Haine Maritime Academy (ME) Hansfield University of Pennsylvania (PA) Marshall University (WV) Hary Washington College (VA) Hayville State University (ND) Memphis State University (TN) Hesa State College (CO) Metropolitan State College (CD) Hetropolitan State University (MN) Hiddle Tennessee State University (TN) Hillersville University of Pennsylvania (KY) Hississippi University for Women (MS) Missouri Southern State College (MO) Hissouri Western State College (HO) Hontana College of Hineral Science & Technology (HT) Hontclair State College (NJ) Moorhead State University (MN)

Horehead State University (RY)



Morgan State University (MD) Murray State University (RT) New Mexico Highlands University (NH) North Adams State College (NA) North Carolina Central University (MC) Northeast Louisiana University (LA) Northeast Missouri State University (MO) Northeastern Illinois University (IL) Rottheastern State University (OR) Rorthern Arizona University (AZ) Northern Illinois University (IL) Northern Rentucky University (RY) Northern Michigan University (MI) Northern State University (SD) Oakland University (HI) Old Dominion University (VA) Peru State College (RE) Pittsburg State University (RS) Plymouth State College (NH) Portland State University (OR) Radford University (VA) Rhode leland College (RI) Saginaw Valley State University (M1) Salem State College (MA) See Houston State University (TX) San Diego State University (CA) Sangamon State University (IL) Shepherd College (WV) Shippensburg University of Pennsylvania (PA) Slippery Rock University of Pennsylvania (PA) Sonoud State University (CA) South Dakota School of Hines & Technology (SD) Southeast Missouri State University (MO) Southeastern Louisland University (LA) Southeastern Massachusetts University (MA) Southern College of Technology (GA) Southern Illinois University at Carbondale (IL) Southern Illinois University at Edwardsville (IL) Southern Oregon State College (CR) Southwest Missouri State University (MO) Southwest State University (MN) Southwest texas State University (TX) Southwestern Oklahoma State University (OR) St. Cloud State University (MN) State University of New York College At Brockport (NY) State University of New York College at Buffalo (NY) State University of New York College at fredonia (NY) State University of New York College at old Westbury (NY)

State University of New York College at Potadam (NY) Stephen F. Austin University (TX) Sul Ross State University (TX) Temmessee Technological University (IN) Texas A&I University (TX) Texas A&M University at Galveston (TX) Texas Woman's University (TX) Towson State University (MD) Troy State University (AL) University of Akron, The (Oil) University of Arkansas at Little Rock (AR) University of Arkansas at Honticello (AR) University of Central Arkansas (AR) University of Colorado at Colorado Springs (CO) University of Colorado at Denver (CO) University of Houston--Clear Lake (TX) University of Haine at Fort Kent (HE) University of Maryland Baltimore County (MD) University of Montevallo (AL) University of Nebrasks at Omaha (NE) University of Nevada, Las Vegas (NV) University of North Carolina at Asheville (NC) University of North Carolina at Charlotte (NC) University of North Carolina at Greensboro (NC) University of North Carolina at Wilsington (NC) University of Northern Colorado (CD) University of Northern Iowa (IA) University of North Texas (TX) University of Pittsburgh at Bradford (PA) University of Pittsburgh at Johnstown (PA) University of Science and Arts of Oklahoma (OK) University of South Alabama, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Spartanburg (SC University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Haine (ME) University of Southern Mississippi (MS) University of Southwestern Louisiana (LA) University of Tennessee at Chattanooga (TN) University of Tennessee at Hartin (IN) University of Texas at Dailas (TX) University of Texas at San Antonio (TX) University of Texas at Tyler, The (TX) University of the Virgin Islands--St. Croix University of the Virgin Islands--St. Thomas University of Wisconsin-- Eau Claire (WI)

University of Wisconsin--Green Bay (WI)



University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (WI) University of Wisconsin--Plattville (WI) Valdosta State College (GA) Valley City State University (MD) Washburn University of Topeka (RS) Wayne State College (NE) Weber State College (UI) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) West Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CI) Western Illinois University (IL) Western Kentucky University (RT) Western Michigan University (MI) " Western Oregon State College (OR) Western State College of Colorado (CO) Wichita State University, (RS) William Paterson College (NJ) Winston-Sales State University (NC)

**TOTAL: 210** 



# APPENDIX C

# CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

## Participating Institutions

| Abilena Christian University (TX)              | Central College (IA)                      |
|--|---|
| Albertus Hagnus College (CI)                   | Central Hethodist College (HO)            |
| Albion College (HI)                            | Central Wesleyan College (SC)             |
| Alfred University (NY)                         | Chapman College (FA)                      |
| Allegheny College (PA)                         | Christian Brothers College (IN)           |
| Allentown College of St. Francis de Sales (PA) | Clark University (MA)                     |
| Aims College (HI)                              | Cogswell Polytechnical University (CA)    |
| American University, The (DC)                  | Coker College (SC)                        |
| Amberst College (MA)                           | College of Hount Saint Vincent (NY)       |
| Anna Haris College (HA)                        | College of Hount St. Joseph (OH)          |
| Aquinas College (HI)                           | College of Saint Hary (NE)                |
| Arkansas College (AR)                          | College of St. Scholastica (HM)           |
| Asbury College (RY)                            | College of St. Thomas (HM)                |
| Ashland University (CH)                        | College of the Holy Cross (HA)            |
| Augustana College (IL)                         | College of Wooster, The (CH)              |
| Aurora University (IL)                         | Concordia College (MM)                    |
| Avila College (HO)                             | Concordia College (NY)                    |
| Agusa Pacific University (CA)                  | Concordia Teachers College (NE)           |
| Babson College (HA)                            | Cornell College (IA)                      |
| Raldvin-Wallace College (Oil)                  | Covenant College (GA)                     |
| Bard College (NY)                              | D'Youville College (NY)                   |
| Barry University (FL)                          | Daniel Webster College (NH)               |
| Beaver College (PA)                            | David Lipscomb College (TN)               |
| Bellarwine College (RT)                        | Defiance College, The (OH)                |
| Beilerue College (NE)                          | Depaul University (IL)                    |
| Benedictine College (RS)                       | Dickinson College (PA)                    |
| Betinme-Cookman College (FL)                   | Doane College (NE)                        |
| Birmingham-Southern College (AL)               | Dominican College of Blauvelt (NY)        |
| Boston University (MA)                         | Dordt College, Inc. (IA)                  |
| Bradley University (IL)                        | Drake University (IA)                     |
| Briar Cliff College (AL)                       | Draw University (NJ)                      |
| Bridgewater College (VA)                       | Drury College (HO)                        |
| Brigham Toung University (UT)                  | Eastern Hennonite College and             |
| Bryant College (RI)                            | Seminary (VA)                             |
| Bryn Mawr College (PA)                         | Eckerd College (FL)                       |
| Bucknell University (PA)                       | Einhurst Coilege (IL)                     |
| Butler University (1N)                         | Eimira College (NY)                       |
| Cabrini College (PA)                           | Embry-Riddle Aeronautical University (FL) |
| Canisius College (NY)                          | Emerson College (MA)                      |
| Capital University (OH)                        | Emory & Henry College (VA)                |
| Carroll College (HT)                           | Eureka College (IL)                       |
| Carroll College (WI)                           | Fairfield University (CI)                 |
| Catavba College (NC)                           | Ferrum College (VA)                       |
| Catholic Theological Union (IL)                | Fontbonne College (HO)                    |
| Catholic University of America, The (DC)       | Franklin and Marshall College (PA)        |
| Cedar Crest (PA)                               | Furman University (SC)                    |
| Cedarville College (OH)                        | George Fox College (OR)                   |



George Washington University, The (DC) Georgetown University (DC) Georgian Court College (PA) CHI Engineering & Management Institute (MI) Gonzaga University (WA) Gordon-Conwell Theological Seminary (MA) Grace College & Theological Seminary (IN) Guilford College (RC) Hamline University (MN) Hampton University (VA) Hawaii Pacific College (HI) Heidelberg College (OH) Hiram College (OH) Noly Names College (CA) Hood College (MD) Huston-Tillotson College (TX) Iona College (NY) Ithaca College (NY) John Carroll University (OH) Johns Hopkins University, The (MD) Juniata College (PA) Kalamazoo College (MI) Kenyon College (OH) King's College (PA) La Roche College (PA) Le Tourneau College (TX) Lebanon Valley College (PA) Levis & Clark College (OR) Lincoln Memorial University (TN) Linfield College (OR) Loras College (IA) Louisiana College (IA) Loyola College in Maryland (MD) Luther College (IA) Lutheran Theological Seminary at Gettysburg (PA) Lycoming College (PA) Lynchburg College (VA) Madonna College (MI) Maione College (OH) Manhattan Christian College (RS) Hanhattanville College (NY) Marietta College (OH) Marist College (NY) Mars Hill College (NC) Mary Baldwin College (VA) Marymount College (NY) Marywood College (PA) **Memphis Theological Seminary (TN)** Mercer University (GA) Hercy College (NY) Mercy College of Detroit (MI)

Meredith College (NC) Merrimack College (MA) Milliken University (IL) Hissouri Baptist College (HO) Monmouth College (NJ) Horavian College (FA) Morris Brown College (GA) Hount Hercy College (IA) Hount Saint Mary's College (MD) Mount St. Clare College (IA) Mount Union College (OH) Mount Vernon College (DC) Muskingum College (OH) Nazarene Theological Seminary (MO) Neumann College (PA) North Central College (IL) Northeastern University (MA) Northland College (WI) Northwestern College (IA) Northwestern College (MN) Norwich University (VI) Notre Dame College (NII) Notre Dame College (OH) Notre Dame Seminary (IA) Ohio Northern University (OII) Ottawa University (RS) Otterbein College (OH) Our Lady of the Holy Cross College (LA) Our Lady of the Lake University (TX) Paine College (GA) Palm Beach Atlantic College (FL) Park College (MO) Parks College of St. Louis University (IL) Pepperdine University (CA) Pledmont College (GA) Pikeville College (RY) Polytechnic University (NY) Presbyterian College (SC) Principia College (IL) Quincy College (IL) Randolph-Hacon Woman's College (VA) Reed College (OR) Reformed Bible College (MI) Regis College (MA) Rensselaer Polytechnic Institute (NY) Rhode Island School of Design (RI) Rider College (NJ) Roanoke College (VA) Rockford College (IL)

Rockhurst College (MO)

Rocky Hountain College (MI)



Rose-Hulman Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CT) Saint John's University (MN) Saint Joseph College (CI) Saint Joseph's College (IN) Saint Mary's College (MI) Saint Mary's College (MN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Michael's College (VI) Salem College (NC) School of the Ozarks, The (MO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siens College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spaiding University (RY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Hary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (KY) Tri-State University (IN) Trinity College (DC) Trinity College of Vermont (VI) Trinity University (TX) United Theological Seminary of the Twin Cities (MN) University of Charleston, The (SC) University of Dayton (OH) University of Detroit (MI) University of Dubuque Theological Seminary (IA) University of Findlay, The (OH) University of Hartford (CI)

University of La Verne (CA) University of Hismi (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (OH) University of San Diego (CA) University of the South (IN) University of Tulsa (OK) Valparaiso University (IN) Viterbo College (WI) Waish College (OH) Washington and Jefferson College (PA) Washington Bible College (MD) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Haryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

**TOTAL: 265** 



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# SALARY-TREND STUDY OF FACULTY IN GEOLOGICAL SCIENCES

### FOR THE YEARS

### 1986-87 AND 1989-90

By
Richard D. Howe
and
Ellen A. Cowan

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including geological sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of geological sciences in the CIP is as follows:

A group of instructional programs that describe the history of the earth and other celestial bodies; especially as recorded in rocks.\*

[\*Gerald S. Malitz, A <u>Classification of Instructional Programs</u> (Washington, DC.: National Center for Education Statistics, [1985], p. 130.--40.06.)]

This article presents a summary of the overall average salary increases in the discipline/major field of geological sciences from the "baseline year" of



1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

In addition to listing the average salaries in the geological scienc for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1986-87 and 1989-90) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a



given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of the geological sciences in the 1986-87 state study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 1.00 for assistant professors in the discipline/major field of geological sciences in the 1986-87 state study means that their salaries are equal to the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geological sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make



|   | SAI      | PR<br>ARY | rof<br>Num n | /IN | AS<br>PR<br>SALARY | OF    | 'IN |               | f<br>Num n/ |     |                        | ST<br>OF<br>NUM N/ | IN | INSTRU<br>SALARY N |      | IN | ALL<br>SALARY | ranks<br>Num n | /IN   |
|---|----------|-----------|--------------|-----|--------------------|-------|-----|---------------|-------------|-----|------------------------|--------------------|----|--------------------|------|----|---------------|----------------|-------|
| DISCIPLINE: PHYSICAL SCIENCES STATE. 1986-87: MAJOR FIELD: GEOLOGY  |          |           |              |     |                    |       |     |               |             |     |                        |                    |    |                    |      |    |               |                |       |
| AVERAG<br>SALARY  | E        | •         |              | 93  | 32588              | 186   | 70  | 27038         | 135         | 68  | 28192                  | 10                 | 10 | 20782              | 12   | 11 | 34697         | 608            | 109   |
| FAC MI  | (        | 0.45      |              |     | 0.31               |       |     | 0.22          |             |     | 0.02                   |                    |    | 0.02               |      |    | 1.00          |                |       |
| SALARY<br>FACTOR  |          | 1.02      |              |     | 1.00               |       |     | 1.00          |             |     | 1.08                   |                    |    | 0.97               |      |    | 1.06          |                |       |
|   |          |           |              |     |                    |       |     |               | ALL M       | JOR | FIELDS                 |                    |    |                    |      |    |               |                |       |
| averag<br>Salary  | : 3      | 9819      | 17564        | ,   | 32676              | 15205 |     | 27122         | 14268       |     | 26202                  | 1869               |    | 21466              | 4423 |    | 32611         | 51460          | 210   |
| FAC MI<br>PCT:  |          | 0.34      |              |     | 0.30               |       |     | 0.28          |             |     | 0.04                   |                    |    | 0.09               |      |    | 1.00          |                |       |
| STATE.  | 19       | 89-91     | D:           |     |                    |       |     |               |             |     | SICAL SCI              |                    |    |                    |      |    |               |                |       |
| AVERAG<br>SALARY  | E<br>: 4 |           |              | 87  | 37364              | 187   | 79  | 30771         | 120         | 66  | 29301                  | 21                 | 19 | 25087              | 12   | 10 | 40513         | 604            | 103   |
| FAC MI<br>PCI:  |          | 0.47      |              |     | 0.31               | ۸,    |     | 0.20          |             |     | 0.03                   |                    |    | 0.02               |      |    | 1.00          |                |       |
| SALARY  |          | 1.01      |              |     | 0.97               |       |     | 0.97          |             |     | 1.13                   |                    |    | 1.02               |      |    | 1.06          |                |       |
| ALL MAJOR FIELDS  |          |           |              |     |                    |       |     |               |             |     |                        |                    |    |                    |      |    |               |                |       |
| AVERAC<br>SALARY  |          | 7023      | 1893         | 0   | 38352              | 15550 |     | 31853         |             |     | 26030                  | 2865               |    | 24499              | 4733 |    | 38213         | 55567          | 210   |
| FAC MI<br>PCT:  |          | 0.34      |              |     | 0.28               |       |     | 0.29          |             |     | 0.05                   |                    |    | 0.09               |      |    | 1.00          |                |       |
|   |          |           |              |     |                    |       |     |               |             |     | <del></del>            |                    |    |                    |      |    |               |                |       |
| <u>PRIVAT</u>   |          | 1986      | -87:         |     |                    |       |     |               |             |     | SICAL SCI<br>D: GEOLOG |                    |    |                    |      |    |               |                |       |
| AVERAC<br>SALARY<br>FAC MI  | Y: 4     | 3226      | 85           | 35  | 32316              | 43    | 2.7 | 25747         | 42          | 28  | 24850                  | 6                  | 5  | 22887              | 3    | 3  | 35873         | 173            | 48    |
| PCT:  |          | 0.49      | )            |     | 0.25               |       |     | 0.24          |             |     | 0.03                   |                    |    | 0.02               |      |    | 1.00          |                |       |
| SALAR!<br>FACTO   |          | 1.08      | 3            |     | 1.03               |       |     | 1.01          |             |     | 1.00                   |                    |    | 1.11               |      |    | 1.14          |                |       |
|   |          |           |              |     |                    |       |     |               | ALL M       | OLA | R FIELDS               |                    |    |                    |      |    |               |                |       |
| AVERAC<br>SALAR   | Y: 4     | 0015      | 850          | 7   | 31131              | 8438  | 3   | 25483         | 8319        | •   | 24917                  | 1279               | )  | 20566              | 1985 |    | 31411         | 27249          | 9 265 |
| FAC M   |          | 0.31      | l            |     | 0.31               |       |     | 0.31          |             |     | 0.05                   |                    |    | 0.07               |      |    | 1.00          | )              |       |
| DISCIPLNE: PHYSICAL SCIENCES PRIVATE, 1989-90: MAJOR FIELD: GEOLOGY |          |           |              |     |                    |       |     |               |             |     |                        |                    |    |                    |      |    |               |                |       |
| AVERA   | GË       |           |              |     | 4700               |       | 7.0 |               |             |     |                        |                    | 2  | 27000              | 1    | 1  | 43478         | 195            | 53    |
| SALAR<br>FAC M  |          | 0.55      |              | 41  | 37083<br>0.28      |       | 32  | 29363<br>0.17 |             | 24  | 26000                  | _                  | 2  | 0.01               | •    | •  | 1.00          |                | در    |
| PCT:<br>SALAR   |          |           |              |     |                    |       |     |               |             |     | 0.87                   |                    |    | 1.12               |      |    | 1.17          |                |       |
| FACTO   | K:       | 1.09      | 9            |     | 1.01               |       |     | 0.96          |             |     |                        |                    |    | 1.12               |      |    |               |                |       |
| AVERA   | GE       |           |              |     |                    |       |     |               |             |     | R FIELDS               |                    |    |                    |      |    |               |                |       |
|   | Y: 4     | 4739      | 7 902        | .6  | 36865              | 877   | l   | 30621         | 900         | 4   | 29780                  | 1476               |    | 24196              | 1808 | }  | 37427         | 2.860          | y 265 |
| PCT:  | ΙΤΨ      | 0.33      | 2            |     | 0.31               | l     |     | 0.31          | l           |     | 0.05                   |                    |    | 0.06               |      |    | 1.00          | )              |       |



based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of geological sciences was reported in 109 of the 210 state (AASCU) institutions. The average salary of the 608 faculty was \$34,697. This average salary was approximately 6 percent (1.06) higher than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of geological sciences was reported in 103 of the same 210 state (AASCU) institutions. The average salary of the 604 faculty was \$40,513. This average salary was approximately 6 percent (1.06) higher than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in the geological sciences after three years in the state institutions studied was 16.8 percent (\$40,513 minus \$34,697 equals \$5,816). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3 percent or an average of 1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of geological sciences (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.4 percent (17.2% minus 16.8% equals 0.4%) more than faculty in the discipline/major field of geological sciences.

Since the discipline/major field of geological sciences is one of the



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well-established disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the state studies; 0.45 vs. 0.22 (1986-87), respectively; and 0.47 vs. 0.20 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to the geological sciences in both state studies.

Finally, the hiring race of new assistant professors in the geological sciences is low in the state studies: 1.6 percent (10/608) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in the geological sciences in 1989-90 was 3.5 percent (21/604) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of geological sciences is lower than for ALL MAJOR FIELDS in both of the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of geological sciences was reported in 48 of the 265 private institutions. The average salary of the 173 faculty was \$35,873. This average salary was approximately 14 percent (1.14) higher than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of geological sciences was reported in 53 of the same 265 private institutions. The average salary of the 195 faculty was \$43,478. This average salary was approximately 17 percent (1.17) higher than the average salary of



\$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1980-90 private study.

The increase in average salaries for all faculty in the geological sciences after three years in the private institutions studied was 1.2 percent (\$43,478 minus \$35,873 equals \$7,605). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.4 percent or 2.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of geological sciences (19.1%), therefore, the faculty in ALL MAJOR FIELDS decreased their salaries by 2.1 percent (21.2% minus 19.1% equals 2.1%) more than faculty in the discipline/major field of geological sciences.

Because the discipline/major field of geological sciences is one of the well-established disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.49 vs. 0.24 (1986-87), and 0.55 vs. 0.17 (1989-90), respectively. This differs from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31, (1989-90), respectively. In other words ALL MAJOR FIELDS has a much lower percentage of professors and a higher percentage of assistant professors than the geological sciences in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in the geological sciences in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1986-87, 3.5 percent (6/173) vs. 4.7 percent (1,279/27,249), respectively; and in 1989-90, 1.0 percent (2/195) vs. 5.2 percent (1,476/28,609), respectively.



#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of geological sciences and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 and the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,580 faculty in the discipline/major field of geological sciences participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of geological sciences is currently (1989-90) 6 and 17 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for geological sciences in the private institutions was approximately 8 percent more in comparison to that in the state institutions in 1986-87. The overall salary factor in the private institutions still is (1989-90) almost 11 percent more in comparison to the salary factor for the state institutions and is 7.3 percent more in real dollars.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in the geological sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. However, geological sciences faculty salaries in the state institutions lagged behind faculty in ALL MAJOR FIELDS during this same period by 0.4 percent. Geological sciences faculty in both the state and private institutions are



doing well in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, since the discipline/major field of geological sciences is one of the well-established disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in the state and private institutions, and appears to be increasing slightly more rapidly in the private institutions. It seems that a smaller percentage of new assistant professors are being hired in the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in the geological sciences, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Ellen A. Cowan is an assistant professor of geology at Appalachian State University, Boone, North Carolina.

#### APPENDICES:



A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF STATE Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 14

#### APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

PHILOSOPHY AND RELIGION

BUSINESS ADMINISTRATION AND MANAGEMENT

PHYSICAL EDUCATION

BUSINESS AND MANAGEMENT

PHYSICAL SCIENCES

BUSINESS ECONOMICS

PHYSICS

CHEMISTRY

POLITICAL SCIENCE AND GOVERNMENT

COMMUNICATION TECHNOLOGIES

**PSYCHOLOGY** 

COMMUNICATIONS

READING EDUCATION

COMPUTER & INFORMATION SCIENCES

SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION

SOCIOLOGY

DRAMATIC ARTS

SPECIAL EDUCATION

DRAWING

SPEECH PATHOLOGY/AUDIOLOGY

**EDUCATION** 

STUDENT COUNSELING AND PERSONNEL

SERVICES

ENGINEERING

VISUAL AND PERFORMING ARTS

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

**LETTERS** 

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

TOTAL: 36

MUSIC

NURSING



#### APPENDIX B

### CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Adams State College (CO) Georgia College (GA) Alabama State University (AL) Georgia Southern College (GA) Albany State College (GA) Glenville State College (WV) Angelo State University (TX) Grambling State University (LA) Appalachian State University (NC) Grand Valley State University (MI) Arkansas Tech University (AR) Harris-Stowe State College (MO) Auburn University at Montgomery (AL) Henderson State University (AR) Augusta College 'GA) Humacao University College (PR) Austin Peay State University (TN) Idaho State University (ID) Ball State University (IN) Illinois State University (IL) Bemidji State University (MN) Indiana State University (IN) Black Hills State University (SD) Indiana University of Pennsylvania (PA) Bluefield State College (WV) Jackson State University (MS) Bridgewater State College (MA) Jacksonville State University (AL) California State University, Bakersfield (CA) James Madison University (WV) California State University, Hayward (CA) Rearney State College (NE) California University of Pennsylvania (PA) Keene State College (NH) Castleton State College (VI) Kennesaw State University (GA) Central Connecticut State University (CT) Rent State University (OH) Central Missouri State University (MO) Lake Superior State University (MI) Central State University (OR) Lamar University--Beaumont (TX) Central Washington University (WA) Lander College (SC) Chadron State College (NE) Lewis-Clark State College (ID) Christopher Newport College (VA) Lincoln University (MO) Citadel, (The) Military College of Livingston University (AL) South Carolina (SC) Longwood College (VA) Clarion University of Pennsylvania (PA) Louisiana State University in Shreveport (LA) Cleveland State University (OH) Louisiana Tech University (LA) College of Staten Island, The (NY) Maine Maritime Academy (ME) Columbus College (GA) Mansfield University of Pennsylvania (PA) Delta State University (MS) Marshall University (WV) Dickinson State University (ND) Mary Washington College (VA) East Central University (OK) Mayville State University (ND) East Tennessee State University (TN) Memphis State University (TN) East Texas State University (TX) Mesa State College (CO) East Texas State University Metropolitan State College (CO) at Texarkana (TX) Metropolitan State University (MN) Eastern Connecticut State University (CT) Middle Tennessee State University (TN) Eastern Illinois University (IL) Millersville University of Pennsylvania (KY) Eastern Washington University (WA) Mississippi University for Women (MS) Edinboro University of Pennsylvania (PA) Missouri Southern State College (MO) Fitchburg State College (MA) Missouri Western State College (MO) Florida Atlantic University (FL) Montana College of Mineral Science Fort Hays State University (KS) & Technology (MT) Francis Marion College (SC) Montclair State College (NJ) 1 1 Frostburg State University (MD) Moorhead State University (MN) George Mason University (VA) Morehead State University (KY)



Morgan State University (MD) Murray State University (RY) New Mexico Righlands University (NM) North Adams State College (MA) North Caroli: 1 Central University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (MD) Northeastern Illinois University (IL) Northeastern State University (OR) Northern Arizona University (A2) Northern Illinois University (IL) Northern Kentucky University (KY) Northern Michigan University (NI) Northern State University (SD) Oakland University (MI) Old Dominion University (VA) Peru State College (NE) Pittsburg State University (RS) Plymouth State College (NH) Portland State University (OR) Radford University (VA) Rhode Island College (RI) Saginaw Valley State University (MI) Salem State College (MA) Sam Houston State University (TX) San Diego State University (CA) Sangamon State University (IL) Shepherd College (WV) Shippensburg University of Pennsylvania (PA) Slippery Rock University of Pennsylvania (PA) Sonoma State University (CA) South Dakota School of Hines & Technology (SD) Southeast Missouri State University (MO) Southeastern Louisiana University (LA) Southeastern Massachusetts University (MA) Southern College of Technology (GA) Southern Illinois University at Carbondale (IL) Southern Illinois University at Edwardsville (IL) Southern Oregon State College (OR) Southwest Missouri State University (MO) Southwest State University (MN) Southwest Texas State University (TX) Southwestern Oklahoma State University (OR) St. Cloud State University (MN) State University of New York College at Brockport (NY) State University of New York College at Buffalo (NY) State University of New York College at Fredonia (NY) State University of New York College at old Westbury (NY)

State University of New York College at Potsdam (NY) Stephen F. Austin University (TX) Sul Ross State University (TX) Tennessee Technological University (TN) Texas A&I University (TX) Texas A&M University at Galveston (TX) Texas Woman's University (TX) Towson State University (MD) Troy State University (AL) University of Akron, The (OH) University of Arkansas at Little Rock (AR) University of Arkansas at Honticello (AR) University of Central Arkansas (AR) University of Colorado at Colorado Springs (CO) University of Colorado at Denver (CO) University of Houston--Clear Lake (TX) University of Naine at Fort Kent (ME) University of Maryland Baltimore County (MD) University of Montevallo (AL) University of Nebraska at Omaha (NY.) University of Nevada, Las Vegaz (N) University of North Carolina at Asheville (NC) University of North Carolina at Charlotte (NC) University of North Carolina at Greensboro (NC) University of North Carolina at Wilmington (NC) University of Northern Colorado (CO) University of Northern Iowa (IA) University of North Texas (TX) University of Pittsburgh at Bradford (PA) University of Pittsburgh at Johnstown (PA) University of Science and Arts of Oklahoma (OK) University of South Alabama, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Spartanburg (SC) University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Maine (ME) University of Southern Mississippi (MS) University of Southwestern Louisiana (LA) University of Tennessee at Chattanooga (TN) University of Tennessee at Martin (TN) University of Texas at Dallas (TX) University of Texas at San Antonio (TX) University of Texas at Tyler, The (TX) University of the Virgin Islands--St. Croix University of the Virgin Islands--St. Thomas

University of Wisconsin--Esu Claire (WI)

University of Wisconsin--Green Ray (WI)



University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (WI) University of Wisconsin--Plattville (WI) Valdosta State College (GA) Valley City State University (ND) Washburn University of Topeka (RS) Wayne State College (NE) Weber State College (UT) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) West Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CT) Western Illinois University (IL) Western Kentucky University (RY) Western Michigan University (MI) Western Oregon State College (OR) Western State College of Colorado (CO) Wichita State University, (RS) William Paterson College (NJ) Winston-Salem State University (NC)

**TOTAL: 210** 

### APPENDIX C

# CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

### Participating Institutions

| Abilene Christian University (TX)              | Central College (IA)                      |
|--|---|
| Albertus Magnus College (CT)                   | Central Methodist College (MO)            |
| Albion College (MI)                            | Central Wesleyan College (SC)             |
| Alfred University (NY)                         | Chapman College (PA)                      |
| Allegheny College (PA)                         | Christian Brothers College (TN)           |
| Allentown College of St. Francis de Sales (PA) | Clark University (MA)                     |
| Alma College (MI)                              | Cogswell Polytechnical University (CA)    |
| American University, The (DC)                  | Coker College (SC)                        |
| Amberst College (NA)                           | College of Mount Saint Vincent (NY)       |
| Anna Haria College (MA)                        | College of Hount St. Joseph (OH)          |
| Aquinas College (HI)                           | College of Saint Hary (NE)                |
| Arkansas College (AR)                          | College of St. Scholastica (NN)           |
| Asbury College (RY)                            | College of St. Thomas (MF)                |
| Ashland University (OH)                        | College of the Holy Cross (MA)            |
| Augustana College (IL)                         | College of Wooster, The (OH)              |
| Aurora University (IL)                         | Concordia College (HN)                    |
| Avila College (MO)                             | Concordia College (NY)                    |
| Azusa Pacific University (CA)                  | Concordia Teachers College (NE)           |
| Babson College (MA)                            | Cornell College (IA)                      |
| Baldwin-Wallace College (OH)                   | Covenant College (GA)                     |
| Bard College (NY)                              | D'Youville College (NY)                   |
| Barry University (FL)                          | Daniel Webster College (NH)               |
| Beaver College (PA)                            | David Lipscomb College (TN)               |
| Bellarmine College (KY)                        | Defiance College, The (OH)                |
| Bellevue College (NE)                          | Depaul University (IL)                    |
| Benedictine College (RS)                       | Dickinson College (PA)                    |
| Betiume-Cookman College (FL)                   | _ · · ·                                   |
| Birmingham-Southern College (AL)               | Doane College (NE)                        |
| Boston University (MA)                         | Dominican College of Blauvelt (NY)        |
| Bradley University (IL)                        | Dordt College, Inc. (IA)                  |
| Briar Cliff College (AL)                       | Drake University (IA)                     |
| Bridgewater College (VA)                       | Drew University (NJ)                      |
| Brigham Young University (UI)                  | Drury College (MO)                        |
| Bryant College (RI)                            | Eastern Mennonite College and             |
| Bryn Mawr College (PA)                         | Seminary (VA)                             |
| Bucknell University (PA)                       | Eckerd College (FL)                       |
| • • •  | Elmhurst College (IL)                     |
| Butler University (IN)                         | Elmira College (NY)                       |
| Cabrini College (PA)                           | Embry-Riddle Aeronautical University (FL) |
| Canisius College (NY)                          | Emerson College (MA)                      |
| Capital University (OH)                        | Emory & Henry College (VA)                |
| Carroll College (MT)                           | Eureka College (IL)                       |
| Carroll College (WI)                           | Fairfield University (CT)                 |
| Catawba College (NC)                           | Ferrum College (VA)                       |
| Catholic Theological Union (IL)                | Fontbonne College (HD)                    |
| Catholic University of America, The (DC)       | Franklin and Marshall College (PA)        |
| Cedar Crest (PA)                               | Furman University (SC)                    |
| Cedarville College (OH)                        | George Fox College (OR)                   |



| George Washington University, The (DC)           |
|--|
| Georgetown University (DC)                       |
| Georgian Court College (PA)                      |
| CMI Engineering & Management Institute (MI)      |
| Gonzaga University (WA)                          |
| Gordon-Conwell Theological Seminary (MA)         |
| Grace College & Theological Seminary (IN)        |
| Guilford College (NC)                            |
| Hamline University (MN)                          |
| Hampton University (VA)                          |
| Hawaii Pacific College (HI)                      |
| Heidelberg College (OH)                          |
| Hiram College (OH)                               |
| Holy Names College (CA)                          |
| Hood College (MD)                                |
| Huston-Tillotson College (TX)                    |
| Iona College (NY)                                |
| Ithaca College (NY)                              |
| John Carroll University (OH)                     |
| Johns Hopkins University, The (MD)               |
| Juniata College (PA)                             |
| Kalamazoo College (MI)                           |
| Kenyon College (OH)                              |
| Ring's College (PA)                              |
| La Roche College (PA)                            |
| Le Tourneau College (TX)                         |
| Lebanon Valley College (PA)                      |
| Lewis & Clark College (OR)                       |
| Lincoln Memorial University (TN)                 |
| Linfield College (OR)                            |
| Loras College (IA)                               |
| Louisiana College (LA)                           |
| Loyola College in Maryland (MD)                  |
| Luther College (IA)                              |
| Lutheran Theological Seminary at Gettysburg (PA) |
| Lycoming College (PA)                            |
| Lynchburg College (VA)                           |
| Madonna College (MI)                             |
| Halone College (OH)                              |
| Manhattan Christian College (KS)                 |
| Manhattanville College (NY)                      |
| Marietta College (OH)                            |
| Marist College (NY)                              |
| Mars Hill College (NC)                           |
| Mary Baldwin College (VA)                        |
| Marymount College (NY)                           |
| Marywood College (PA)                            |
| Memphis Theological Seminary (TN)                |
| Mercer University (GA)                           |
| Mercy College (NY)                               |
| Mercy College of Detroit (MI)                    |

Meredith College (NC) Merrimack College (MA) Milliken University (IL) Missouri Baptist College (MO) Monmouth College (NJ) Moravian College (PA) Morris Brown College (GA) Mount Mercy College (IA) Mount Saint Mary's College (MD) Mount St. Clare College (IA) Mount Union College (OH) Mount Vernon College (DC) Muskingum College (OH) Nazarene Theological Seminary (MO) Neumann College (PA) North Central College (IL) Northeastern University (MA) Northland College (WI) Northwestern College (IA) Northwestern College (MN) Norwich University (VT) Notre Dame College (NH) Notre Dame College (OH) Notre Dame Seminary (LA) Ohio Northern University (OH) Ottawa University (KS) Otterbein College (OH) Our Lady of the Holy Cross College (LA) Our Lady of the Lake University (TX) Paine College (GA) Palm Beach Atlantic College (FL) Park College (MO) Parks College of St. Louis University (IL) Pepperdine University (CA) Piedmont College (GA) Pikeville College (KY) Polytechnic University (NY) Presbyterian College (SC) Principia College (IL) Quincy College (IL) Randolph-Macon Woman's College (VA) Reed College (OR) Reformed Bible College (MI) Regis College (MA) Rensselaer Polytechnic Institute (NY) Rhode Island School of Design (RI) Rider College (NJ) Roanoke College (VA) Rockford College (IL) Rockhurst College (MO) Rocky Mountain College (MT)



Rose-Hulman Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CT) Saint John's University (MN) Saint Joseph College (CT) Saint Joseph's College (IN) Saint Mary's College (MI) Saint Mary's College (MN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Michael's College (VT) Salem College (NC) School of the Ozarks, The (NO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siena College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spalding University (KY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (KY) Tri-State University (IN) Trinity College (DC) Trinity College of Vermont (VT) Trinity University (TX) United Theological Seminary of the Twin Cities (MN) University of Charleston, The (SC) University of Dayton (OH) University of Detroit (MI) University of Dubuque Theological Seminary (IA) University of Findlay, The (OH) University of Hartford (CT)

University of La Verne (CA) University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (OH) University of San Diego (CA) University of the South (TN) University of Tulsa (OK) Valparaiso University (IN) Viterbo College (WI) Walsh College (OH) Washington and Jefferson College (PA) Washington Bible College (MD) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Maryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

**TOTAL: 265** 



### SALARY-TREND STUDY OF FACULTY IN MATHEMATICS

FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Doris V. Banner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including mathematics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of mathematics in the CIP is as follows:

A summary of groups of instructional programs that describe the sciences of logical symbolic language and their applications.\*

[\*Gerald S. Malitz, A <u>Classification of Instructional Programs</u> (Washington, DC.: National Center for Education Statistics, [1985], p. 120.--27.)]

This article presents a summary of the overall average salary increases in the discipline/major field of mathematics from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private insti-



tutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries in mathematics for both state and private participating institutions by rank, including "new assistant professor," and lists the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.



The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of mathematics in the 1986-87 state study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 1.01 for assistant professors in the discipline/major field of mathematics in the 1986-87 state study means that their salaries were 1 percent above the average salary of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of mathematics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



|   |              | ROF<br>NUM N/IN | P     | SSO<br>ROF<br>NUM N/IN | AS:<br>PRO<br>SALARY | DF .                      | PF                    | SST<br>ROF |       | RUCTOR<br>NUM N/IN |             | RANKS<br>NUM N/IN |
|---|--------------|-----------------|-------|------------------------|----------------------|---------------------------|-----------------------|------------|-------|--------------------|-------------|-------------------|
| STATE,<br>AVERAGI   | 1986-8       | <u> </u>        |       |                        |                      | CIPLINE: M<br>OR FIELD:   |                       |            |       |                    |             |                   |
| SALARY:<br>FAC MIX  | : 40732<br>K | 977 187         | 32954 | 888 182                | 27407                | 873 175                   | 26752                 | 126 73     | 19740 | 354 121            | 32332       | 3092 202          |
| PCT:<br>SALARY  | 0.32         |                 | 0.29  |                        | 0.28                 |                           | 0.04                  |            | 0.11  |                    | 1.00        |                   |
| FACTOR:   | 1.02         |                 | 1.01  |                        | 1.01                 |                           | 1.02                  |            | 0.92  |                    | 0.99        |                   |
| ALL MAJOR FIELDS  |              |                 |       |                        |                      |                           |                       |            |       |                    |             |                   |
| AVERAGE   |              |                 |       |                        |                      |                           |                       |            |       |                    |             |                   |
| SALARY:<br>FAC MIX  |              | 17564           | 32676 | 15205                  | 27122                | 14268                     | 26202                 | 1869       | 21466 | 4423               | 32611       | 51460 210         |
| PCT:  | 0.34         |                 | 0.30  |                        | 0.28                 |                           | 0.04                  |            | 0.09  |                    | 1.00        |                   |
| STATE.  |              | Q:              |       |                        |                      | CIPLINE: M<br>OR FIELD: ( |                       |            |       |                    |             |                   |
|   | 47592        | 1046 193        | 38566 | 936 181                | 31663                | 958 189                   | 30640                 | 163 89     | 22726 | 405 124            | 37493       | 3345 205          |
| PCT:  | 0.31         |                 | 0.28  |                        | 0.29                 |                           | 0.05                  |            | 0.12  |                    | 1.00        |                   |
| SALARY<br>FACTOR:   | 1.01         |                 | 1.01  |                        | 0.99                 |                           | 1.18                  |            | 0.93  |                    | 0.98        |                   |
|   |              |                 |       |                        |                      | ALL MAJOR                 | FEXILDS               |            | 41,5  |                    | 0.70        |                   |
| AVERAGE   | E            |                 |       |                        |                      | , and , and on            | • 12200               |            |       |                    |             |                   |
| SALARY:<br>FAC MIX  | 47023        | 18930           | 38352 | 15550                  | 31853                | 16354                     | 26030                 | 2865       | 24499 | 4733               | 38213       | 55567 210         |
| PCT:  | 0.34         |                 | 0.28  |                        | 0.29                 |                           | 0.05                  |            | 0.09  |                    | 1.00        |                   |
|   |              | ···             |       | <del></del>            |                      |                           |                       |            |       |                    | <del></del> |                   |
| PRIVATE<br>AVERAGE  |              | <u>-87 :</u>    |       |                        | MAJO                 | IPLINE: M<br>R FIELD: M   | athemati<br>(athemati | CS<br>ICS  |       |                    |             |                   |
|   | 40673        | 472 167         | 31089 | 465 172                | 25270                | 453 179                   | 24458                 | 67 56      | 20606 | 153 92             | 31273       | 1543 246          |
| PCT:<br>SALARY  | 0.31         |                 | 0.30  |                        | 0.29                 |                           | 0.04                  |            | 0.10  |                    | 1.00        |                   |
| FACTOR:   | 1.02         |                 | 1.00  |                        | 0.99                 |                           | 0.98                  |            | 1.00  |                    | 1.00        |                   |
|   |              |                 |       |                        | ,                    | ALL MAJOR                 | FIELDS                |            |       |                    |             |                   |
| AVERAGE   | :            |                 |       |                        |                      |                           |                       |            |       |                    |             |                   |
| SALARY:<br>FAC MIX  |              | 8507            | 31131 | 8438                   | 25483                | 8319                      | 24917                 | 1279       | 20566 | 1985               | 31411       | 27249 265         |
| PCT:  | 0.31         |                 | 0.31  |                        | 0.31                 |                           | 0.05                  |            | 0.07  |                    | 1.00        |                   |
| PRIVATE, 1989-90:  AVERAGE  DISCIPLINE: MATHEMATICS  MAJOR FIELD: MATHEMATICS |              |                 |       |                        |                      |                           |                       |            |       |                    |             |                   |
| SALARY:   | 46956        | 470 178         | 36708 | 472 176                | 30081                | 428 181                   | 29382                 | 62 47      | 22561 | 147 93             | 36642       | 1517 247          |
| FAC MIX PCT:  | 0.31         |                 | 0.31  |                        | 0.28                 |                           | 0.04                  |            | 0.10  |                    | 1.00        |                   |
| SALARY<br>FACTOR:   | 0.99         |                 | 1.00  |                        | 0.98                 |                           | 0.99                  |            | 0.93  |                    | 0.98        |                   |
| ALL MAJOR FIELDS  |              |                 |       |                        |                      |                           |                       |            |       |                    |             |                   |
| AVERAGE   |              |                 |       |                        |                      |                           |                       |            |       |                    |             |                   |
| SALARY:<br>FAC MIX  | 47397        | 9026            | 36865 | 8771                   | 30621                | 9004                      | 29780                 | 1476       | 24196 | 1808               | 37422       | 28609 265         |
| PCT:  | 0.32         |                 | 0.31  |                        | 0.31                 |                           | 0.05                  |            | 0.06  |                    | 1.00        |                   |



### RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 202 of the 210 state (AASCU) institutions. The average salary of the 3,092 faculty was \$32,332. This average salary was approximately 1 percent (0.9%) lower than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of mathematics was reported in 205 of the same 210 state (AASCU) institutions. The average salary of the 3,345 faculty was \$37,493. This average salary was 2 percent lower (0.9%) than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in mathematics after three years in the state institutions studied was 16.0 percent (\$37,493 minus \$32,332 equals \$5,161). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 2.2 percent or an average of 0.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of mathematics (16.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percentage points (17.2% minus 16.0% equals 1.2%) more than faculty in the discipline/major field of mathematics. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over theperiod by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentages in mathematics are about the same at the professor rank as at the assistant professor rank for both of the state studies. The faculty mix percentages of professor and



assistant professor in mathematics are 0.32 and 0.28 (1986-87) respectively; and 0.31 and 0.29 (1989-90) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.28 (1986-87) and 0.34 and 0.29 (1989-90) respectively. In other words ALL MAJOR FIELDS has a higher percentage of full professors and a lower percentage of assistant professors when compared to mathematics faculty in both state studies.

Finally, the hiring rate of new assistant professors in mathematics is higher in the 1986-87 state study compared to ALL MAJOR FIELDS: 4.1 percent (126/3,092) vs. 3.6 percent (1,869/51,460), respectively. However, the hiring rate of new assistant professors in mathematics in 1989-90 was 5.3 percent (163/3,345) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS. In other words the hiring rate of new assistant professors in mathematics was greater than for ALL MAJOR FIELDS in the 1986-87 state study, and currently (1989-90) is slightly more (0.1%) than that for ALL MAJOR FIELDS.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 246 of the 265 private institutions. The average salary of the 1,543 faculty was \$31,273. This average salary was approximately the same as (1.00) the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the major field of mathematics was reported in 247 of the same 265 private institutions. The average salary of the 1,517 faculty was \$36,642. This average salary was approximately the same (1.00) as the average of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.



The increase in average salaries for all faculty in mathematics after three years in the private institutions studied was 17.2 percent (\$36,642 minus \$31,273 equals \$5,369). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.4 percent or 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of mathematics (17.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.9 percent (19.1% minus 17.2% equals 1.9%) more than faculty in the discipline/major field of mathematics. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

The faculty mix percentage rate at the professor rank is higher than the assistant professor rank in the private studies: 0.31 vs. 0.29 (1986-87), and 0.31 vs. 0.28 (1989-90), respectively. The faculty mix percentage rate at the professor rank is meanly the same as at the assistant professor rank for ALL MAJOR FIELDS: 0.31 vs. 0.31 (1986-87) and 0.32 vs. 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in mathematics in the 1986-87 private study was slightly less than the hiring rate in ALL MAJOR FIELDS: 4.3 percent (67/1,543) vs. 4.7 percent (1,279/27,249), respectively; and in 1989-90, it was lower: 4.1 percent (62/1,517) vs. 5.2 percent (1,476/28,609), respectively. In other words, in the private institutions the hiring rate in the discipline/major field of mathematics was less than for ALL MAJOR FIELDS in 1986-87, and by 1989-90, respectively.



#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of mathematics and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,497 faculty in the discipline/major field of mathematics participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of mathematics is currently (1989-90) some 2 percent below the overall average faculty salary of ALL MAJOR FIELDS in the state study and 2 percent below in the private study. The average faculty salary for mathematics in the private institutions was 3.4 percent lower in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) 2.3 percent below that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in mathematics, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The "real" salaries of mathematics faculty in the state and private institutions increased more slowly than the "real" faculty salaries in ALL MAJOR FIELDS during this same period. Mathematics faculty in both the state and



private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of mathematics, there is a lesser percentage of faculty in the assistant professor rank compared to the full professor rank in all four studies. The full professor rank appears to be decreasing at a rather similar rate in both the state and the private institutions. It seems a slightly smaller percentage of new assistant professors are being hired in 1989-90 in the state institutions compared to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in mathematics, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Doris V. Banner is an educational specialist in mathematics for the North Carolina Department of Public Instruction in Charlotte, North Carolina.

#### APPENDICES:



A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF STATE Participating Institutions, page 11

C - LIST OF PRIVATE 1 rticipating Institutions, page 14

### APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

PHILOSOPHY AND RELIGION

BUSINESS ADMINISTRATION AND MANAGEMENT

PHYSICAL EDUCATION

BUSINESS AND MANAGEMENT

PHYSICAL SCIENCES

BUSINESS ECONOMICS

**PHYSICS** 

CHEMISTRY

POLITICAL SCIENCE AND GOVERNMENT

COMMUNICATION TECHNOLOGIES

PSYCHOLOGY

COMMUNICATIONS

READING EDUCATION

COMPUTER & INFORMATION SCIENCES

SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION

SOCIOLOGY

DRAMATIC ARTS

SPECIAL FDUCATION

DRAWING

SPEECH PATHOLOGY/AUDIOLOGY

**EDUCATION** 

STUDENT COUNSELING AND PERSONNEL

SERVICES

ENGINEERING

VISUAL AND PERFORMING ARTS

FOREIGN LANGUAGES

**GEOLOGY** 

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

TOTAL: 36

MUSIC

**NURSING** 



#### APPENDIX B

### CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Adams State College (CO) Alabama State University (AL) Albany State College (GA) Angelo State University (TX) Appalachian State University (NC) Arkansas Tech University (AR) Auburn University at Montgomery (AL) Augusta College (GA) Austin Peay State University (TN) Ball State University (IN) Bemidji State University (MN) Black Hills State University (SD) Bluefield State College (WV) Bridgewater State College (MA) California State University, Bakersfield (CA) California State University, Hayward (CA) California University of Pennsylvania (PA) Castleton State College (VI) Central Connecticut State University (CT) Central Hissouri State University (MO) Central State University (OK) Central Washington University (WA) Chadron State College (NE) Christopher Newport College (VA) Citadel, (The) Military College of South Carolina (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OR) College of Staten Island, The (NY) Columbus College (GA) Delta State University (MS) Dickinson State University (ND) East Central University (OR) East Tennessee State University (TN) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Washington University (WA) Edinboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida Atlantic University (FL) Fort Rays State University (RS) Francis Marion College (SC) 11, Frostburg State University (MD) George Mason University (VA)

Georgia College (GA) Georgia Southern College (GA) Glenville State College (WV) Grambling State University (LA) Grand Valley State University (MI) Harris-Stowe State College (NO) Henderson State University (AR) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Jacksonville State University (AL) James Madison University (WV) Rearney State College (NE) Reens State College (NH) Kennesaw State University (GA) Kent State University (OH) Lake Superior State University (MI) Lamar University--Beaumont (TX) Lander College (SC) Lewis-Clark State College (ID) Lincoln University (MO) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport (LA) Louisiana Tech University (LA) Maine Maritime Academy (ME) Hansfield University of Pennsylvania (PA) Marshall University (WV) Hary Washington College (VA) Mayville State University (ND) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Metropolitan State University (MN) Middle Tennessee State University (TN) Hillersville University of Pennsylvania (KY) Mississippi University for Women (MS) Hissouri Southern State College (MO) Missouri Western State College (MO) Montana College of Mineral Science & Technology (MI) Montclair State College (NJ) Moorhead State University (MN)

Morehead State University (RY)



Morgan State University (MD) Murray State University (RY) New Mexico Highlands University (RM) North Adams State College (MA) North Carolina Central University (NC) Northeast Louisians University (LA) Northeast Missouri State University (MD) Northeastern Illinois University (IL) Northeastern State University (OR) Northern Arizona University (A2) Northern Illinois University (IL) Northern Rentucky University (RY) Northern Michigan University (MI) Northern State University (SD) Oakland University (NI) Old Dominion University (VA) Peru State College (NE) Pittsburg State University (KS) Plymouth State College (NH) Portland State University (OR) Radford University (VA) Rhode Island College (NI) Saginav Valley State University (MI) Sales State College (MA) Sam Houston State University (TX) San Diego State University (CA) Sangamon State University (IL) Shepherd College (WV) Shippensburg University of Pennsylvania (PA) Slippery Rock University of Pennsylvania (PA) Sonoma State University (CA) South Dakota School of Mines & Technology (SD) Southeast Missouri State University (MO) Southeastern Louisiana University (IA) Southeastern Massachusetts University (MA) Southern College of Technology (GA) Southern Illinois University at Carbondale (IL) Southern Illinois University at Edwardsville (IL) Southern Oregon State College (OR) Southwest Missouri State University (MO) Southwest State University (MN) Southwest Texas State University (TX) Southwestern Okiahoma State University (OR) St. Cloud State University (MN) State University of New York College at Brockport (NY) State University of New York College at Buffalo (NY) State University of New York College  $^{I}$   $I_{I}$ at Fredonia (NY) State University of New York College at Old Westbury (NY)

State University of New York College at Potedam (NY) Stephen F. Austin University (TX) Sul Ross State University (TX) Tennessee Technological University (TN) Texas A&I University (TX) Texas ASM University at Galveston (TX) Texas Woman's University (TX) Towson State University (MD) Troy State University (AL) University of Akron, The (OH) University of Arkansas at Little Rock (AR) University of Arkansas at Monticello (AR) University of Central Arkansas (AR) University of Colorado at Colorado Springs (CO) University of Colorado at Denver (CO) University of Houston--Clear Lake (TX) University of Maine at Fort Rent (ME) University of Maryland Baltimore County (MD) University of Montevallo (AL) University of Nebraska at Omaha (NE) University of Nevada, Las Vegas (NV) University of North Carolina at Asheville (NC) University of North Carolina at Charlotte (NC) University of North Carolina at Greensboro (NC) University of North Carolina at Wilmington (NC) University of Northern Colorado (CO) University of Northern Iowa (IA) University of North Texas (TX) University of Pittsburgh at Bradford (PA) University of Pittsburgh at Johnstown (PA) University of Science and Arts of Oklahoma (OK) University of South Alabama, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Spartanburg (SC) University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Maine (ME) University of Southern Hississippi (MS) University of Southwestern Louisiana (LA) University of Tennessee at Chattanooga (TN) University of Tennessee at Martin (TN) University of Texas at Dallas (TX) University of Texas at San Antonio (TX) University of Texas at Tyler, The (TX) University of the Virgin Islands--St. Croix University of the Virgin Islands --St. Thomas University of Wisconsin--Fau Claire (WI) University of Wisconsin--Green Bay (WI)



University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (WI) University of Wisconsin--Plattville (WI) Valdosta State College (GA) Valley City State University (ND) Washburn University of Topeka (RS) Wayne State College (NE) Weber State College (UT) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) West Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CT) Western Illinois University (IL) Western Kentucky University (KY) Western Michigan University (MI) Western Oregon State College (OR) Western State College of Colorado (CO) Wichita State University, (RS) William Paterson College (NJ) Winston-Sales State University (NC)

TOTAL: 210



### APPENDIX C

# CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

# Participating Institutions

| Abilene Christian University (TX)              | Central College (IA)                      |
|--|---|
| Albertus Magnus College (CT)                   | Central Hethodist College (MO)            |
| Albion College (NI)                            | Central Wesleyan College (SC)             |
| Alfred University (NY)                         | Chapman College (PA)                      |
| Allegheny College (PA)                         | Christian Brothers College (TR)           |
| Allentown College of St. Francis de Sales (PA) | Clark University (MA)                     |
| Alum College (NI)                              | Cogswell Polytechnical University (CA)    |
| American University, The (DC)                  | Coker Collage (SC)                        |
| Amherst College (MA)                           | College of Hount Saint Vincent (NY)       |
| Anna Maria College (MA)                        | College of Hount St. Joseph (OH)          |
| Aquinas College (HI)                           | College of Saint Mary (NE)                |
| Arkansas College (AR)                          | College of St. Scholastica (MN)           |
| Asbury College (KY)                            | College of St. Thomas (MN)                |
| Ashland University (OH)                        | College of the Holy Cross (MA)            |
| Augustana College (IL)                         | College of Wooster, The (OH)              |
| Aurora University (IL)                         | Concordia College (HN)                    |
| Avila College (NO)                             | Concordia College (NY)                    |
| Azusa Pacific University (CA)                  | Concordia Teachers College (NE)           |
| Babson College (MA)                            | Cornell College (IA)                      |
| Baldwin-Wallace College (OH)                   | Covenant College (GA)                     |
| Bard College (NY)                              | D'Youville College (NY)                   |
| Barry University (FL)                          | Daniel Webster College (NH)               |
| Beaver College (PA)                            | David Lipscomb College (IN)               |
| Bellarwine College (KY)                        | Defiance College, The (OH)                |
| Bellevue College (NE)                          | Depaul University (IL)                    |
| Benedictine College (KS)                       | Dickinson College (PA)                    |
| Bethume-Cookman College (FL)                   | Doane College (NE)                        |
| Birmingham-Southern College (AL)               | Dominican College of Blauvelt (NY)        |
| Boston University (NA)                         | Dordt College, Inc. (IA)                  |
| Bradley University (IL)                        | Drake University (IA)                     |
| Briar Cliff College (AL)                       | Drew University (NJ)                      |
| Bridgewater College (VA)                       | Drury College (MO)                        |
| Brighes Young University (UT)                  | Eastern Mennonite College and             |
| Bryant College (RI)                            | Seminary (VA)                             |
| Bryn Mawr College (PA)                         | Eckerd College (FL)                       |
| Bucknell University (PA)                       | Elmhurst College (IL)                     |
| Butler University (IN)                         | Elmira College (NY)                       |
| Cabrini College (PA)                           | Embry-Riddle Aeronautical University (FL) |
| Canisius College (RY)                          | Emerson College (MA)                      |
| Capital University (OH)                        | Emory & Henry College (VA)                |
| Carroli College (MI)                           | Eureka College (IL)                       |
| Carroll College (WI)                           | Fairfield University (CT)                 |
| Catawba College (NC)                           | Ferrum College (VA)                       |
| Catholic Theological Union (IL)                | Fontbonne College (HO)                    |
| Catholic University of America. The (DC)       | Franklin and Harshall College (PA)        |
| Cedar Crest (PA)                               | Furman University (SC)                    |
| Cedarville College (OH)                        | George Fox College (OR)                   |
| <del>-</del> , ,                               | VYVARU IVA UUAIPER IVAI                   |



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| George Washington University, The (DC)           | Mer  |
|--|------|
| Georgetown University (DC)                       | Mor  |
| Georgian Court College (PA)                      | Mi1  |
| CMI Engineering & Management Institute (MI)      | Mis  |
| Gonzaga University (WA)                          | Мол  |
| Gordon-Conwell Theological Seminary (MA)         | Mor  |
| Grace College & Theological Seminary (IN)        | Mor  |
| Guilford College (NC)                            | Mou  |
| Hamline University (MN)                          | Mou  |
| Hampton University (VA)                          | Mou  |
| Hawaii Pacific College (HI)                      | Hou  |
| Heidelberg College (OH)                          | Mou  |
| Hiram College (OH)                               | Mus  |
| Holy Names College (CA)                          | Naz  |
| Hood College (MD)                                | Neu  |
| Huston-Tillotson College (TX)                    | Nov  |
| Iona College (NY)                                | Nor  |
| Ithaca College (NY)                              | Nor  |
| John Carroll University (OH)                     | Nor  |
| Johns Hopkins University, The (MD)               | Nor  |
| Juniata College (PA)                             | Nor  |
| Kalamazoo College (MI)                           | Not  |
| Kenyon College (OH)                              | Not  |
| King's College (PA)                              | Not  |
| La Roche College (PA)                            | Ohi  |
| Le Tourneau College (TX)                         | Ott  |
| Lebanon Valley College (PA)                      | Ott  |
| Lawis & Clark College (OR)                       | Our  |
| Lincoln Memocial University (TN)                 | Our  |
| Linfield College (OR)                            | Pair |
| Loras College (IA)                               | Pali |
| Louisiana College (LA)                           | Pari |
| Loyola College in Maryland (MD)                  | Pari |
| Luther College (IA)                              | Pep  |
| Lutheran Theological Seminary at Gettysburg (PA) | Pie  |
| Lycoming College (PA)                            | Pike |
| Lynchburg College (VA)                           | Poly |
| Madonna College (MI)                             | Pres |
| Malone College (OH)                              | Pri  |
| Manhattan Christian College (KS)                 | Quii |
| Manhattanville College (NY)                      | Rand |
| Marietta College (OH)                            | Reed |
| Marist College (NY)                              | Refe |
| Mars Hill College (NC)                           | Regi |
| Mary Baldwin College (VA)                        | Rena |
| Marymount College (NY)                           | Rhoo |
| Marywood College (PA)                            | Rida |
| Memphis Theological Seminary (TN)                | Roai |
| Mercer University (GA)                           | Roci |
| Mercy College (NY)                               | Roci |
| Hercy College of Detroit (MI)                    | Roci |

redith College (NC) rimack College (MA) liken University (IL) souri Baptist College (MO) mouth College (NJ) ravian College (PA) ris Brown College (GA) int Morcy College (IA) nt Saint Mary's College (MD) ent St. Clare College (IA) int Union College (OH) nt Vernon College (DC) kingum College (OH) arene Theological Seminary (MO) mann College (PA) th Central College (IL) theastern University (MA) thland College (WI) thwestern College (IA) Lhwestern College (MN) wich University (VT) re Dame College (NH) re Dame College (OH) re Dame Seminary (LA) o Northern University (OH) awa University (KS) erbein College (OH) Lady of the Holy Cross College (LA) Lady of the Lake University (TX) ne College (GA) m Beach Atlantic College (FL) k College (NO) ks College of St. Louis University (IL) perdine University (CA) dmont College (GA) eville College (KY) ytechnic University (NY) sbyterian College (SC) ncipia College (IL) ncy College (IL) dolph~Macon Woman's College (VA) d College (OR) ormed Bible College (M1) is College (MA) aselaer Polytechnic Institute (NY) de Island School of Design (RI) er College (NJ) noke College (VA) kford College (IL) khurst College (MO) Rocky Mountain College (MT)



Rose-Hulman Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CT) Saint John's University (MN) Saint Joseph College (CT) Saint Joseph's College (IN) Saint Mary's College (MI) Saint Mary's College (MN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Michael's College (VT) Salem College (NC) School of the Ozarks, The (MO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siena College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spalding University (KY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (KY) Tri-State University (IN) Trinity College (DC) Trinity College of Vermont (VT) Trinity University (TX) United Theological Seminary of the Twin Cities (MN) University of Charleston, The (SC) University of Dayton (OH) University of Detroit (MI) University of Dubuque Theological Seminary (IA) University of Findley, The (OH) University of Hartford (CT)

University of La Verne (CA) University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (OH) University of San Diego (CA) University of the South (TN) University of Tulsa (OK) Valparaiso University (IN) Viterbo College (WI) Walsh College (OH) Washington and Jefferson College (PA) Washington Bible College (MD) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Maryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

**TOTAL: 265** 



## SALARY-TREND STUDY OF FACULTY IN HOME ECONOMICS

### FOR THE YEARS

### 1986-87 AND 1989-90

By
Richard D. Howe
and
Sammie Garner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including home economics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of home economics in the CIP is as follows:

A summary of groups of instructional programs that describe the relationship between the physical, social, emotional, and intellectual environment in and of the home and family, and the development of individuals. Includes instruction in natural and social sciences and humanities in the development of attitudes, knowledge, and ability pertaining to clothing and textiles, consumer education, food and nutrition, home management, housing, human development and family studies, and institutional management.\*

[\*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 103.--19.)]



This article presents a summary of the overall average salary increases in the discipline/major field of home economics from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of home economics faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage), and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a



given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/ major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of home economics in the 1986-87 state study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of home economics in the 1986-87 state study means that their salaries are approximately 2% lower than the salaries of all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each o' the four studies. It is used to compare, among other things, the discipline/major field of home economics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in



NEW ASSO ASST ASST PROF **PROF** PROF INSTRUCTOR ALL RANKS PROF SALARY NUM N/IN DISCIPLINE: HOME ECONOMICS STATE, 1986-87: MAJOR FIELD: HOME ECONOMICS AVERAGE SALARY: 38996 21351 94 103 46 32020 164 60 26156 255 71 24447 32 27 44 29131 616 78 FAC MIX PCT: 0.27 0.05 1.90 0.17 0.41 0.15 SALARY FACTOR: 0.98 0.98 0.96 0.93 0.99 0.89 ALL MAJOR FIELDS **AVERAGE** SALARY: 39819 17564 32676 15205 27122 14268 32611 51460 210 26202 1869 21466 4423 FAC MIX PCT: 0.34 0.30 0.28 0.04 0.09 1.00 DISCIPLINE: HOME ECONOMICS STATE. 1989-90: MAJOR FIELD: HOME ECONOMICS AVERAGE **SALARY: 45209** 119 36750 177 62 30473 251 68 28979 30 24 23779 106 47 33773 653 77 FAC MIX PCT: 0.18 0.27 0.38 0.05 0.16 1.00 SALARY FACTOR: 0.96 0.96 0.96 1.11 0.97 0.88 ALL MAJOR FIELDS **AVERAGE** SALARY: 47023 18930 38352 15550 31853 16354 26030 2865 24499 4733 38213 55567 210 FAC NIX PCT: 0.34 0.28 0.29 0.05 0.09 1.00 DISCIPLINE: HOME ECONOMICS PRIVATE. 1986-87; MAJOR FIELD: HOME ECONOMICS AVERAGE **SALARY: 34582** 10 27570 25448 137 40 16 36 23 23782 67 30 24093 12 8 18 19285 13 FAC MIX PCT: 0.12 0.26 0.49 0.09 0.13 1.00 SALARY FACTOR: 0.86 0.89 0.93 0.97 0.94 0.81 ALL MAJOR FIELDS **AVERAGE** SALARY: 40015 8507 25483 8319 24917 20566 31131 8438 1279 1985 31411 27249 265 FAC MIX PCT: 0.31 0.31 0.31 0.05 0.07 1.00 DISCIPLINE: HOME ECONOMICS PRIVATE, 1989-90: MAJOR FIELD: HOME ECONOMICS AVERAGE **SALARY: 40310** 21 12 31320 34 24 28878 60 26 31000 5 3 23136 16 10 30642 131 35 FAC MIX 0.16 PCT: 0.26 0.46 0.04 0.12 1.00 SALARY FACTOR: 0.85 0.85 0.94 1.04 0.82 0.96 ALL MAJOR FIELDS **AVERAGE** SALARY: 47397 9026 36865 8771 30621 9004 29780 1476 24196 1808 37422 28609 265 FAC MIX PCT: 0.32 0.31 0.310.05 0.06 1.00



the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 78 of the 210 state (AASCU) institutions. The average salary of the 616 faculty was \$29,131. This average salary was approximately 11 percent (0.89%) lower than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of home economics was reported in 77 of the same 210 state (AASCU) institutions. The average salary of the 653 faculty was \$33,773. This average salary was approximately 12 percent (0.88%) lower than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in home economics after three years in the state institutions studied was 15.9 percent (\$33,773 minus \$29,131 equals \$4,642). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 2.1 percent or an average of 0.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of home economics (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their



salaries by 1.3 percentage points (17.2% minus 15.9% equals 1.3%) more than faculty in the discipline/major field of home economics. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank than at the assistant professor rank in both the state studies: 0.17 vs 0.41 (1986-87) and 0.18 vs 0.38 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to home economics in both of the state studies.

Finally, the hiring rate of new assistant professors in home economics was higher than for ALL MAJOR FIELDS in the 1986-87 state study, 5.2 percent (32/616) vs. 3.6 percent (1,869/51,460), respectively. However, the hiring rate of new assistant professors in home economics in 1989-90 was 4.6 percent (30/653) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate of new assistant professors in home economics was greater than for ALL MAJOR FIELDS in the 1986-87 state study, but currently (1989-90) is slightly less than that for ALL MAJOR FIELDS.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 40 of the 265 private institutions. The average salary of the 137 faculty was \$25,448. This average salary was approximately 19 percent (0.81%) lower than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.



In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of home economics was reported in 35 of the same 265 private institutions. The average salary of the 131 faculty was \$30,642. This average salary was approximately 18 percent (0.82%) lower than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

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The increase in average salaries for all faculty in home economics after three years in the private institutions studied was 20.4 percent (\$30,642 minus \$25,448 equals \$5,194). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 6.6 percent or 2.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of home economics (19.1%), therefore, the faculty in ALL MAJOR FIELDS sustained the same increase (19.1% minus 19.1% equals 0.0%) as faculty in the discipline/major field of home economics. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

In the discipline/major field of home economics, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.12 vs. 0.49 (1986-87), and 0.16 vs. 0.46 (1989-90), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to home economics in both private studies.

Finally, the repler may note that the hiring rate of new assistant pro-



fessors in home economics in the private studies was more than the hiring rate in ALL MAJOR FIELDS in 1986-87, 8.8 percent (12/137) vs. 4.7 percent (1,279/27,249), respectively; while presently somewhat the opposite is observed, 3.8 percent (5/131) vs. 5.2 percent (1,476/28,609), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of home economics and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year—a total of four studies. A total of 1,537 faculty in the discipline/major field of home economics participated and were included in the overall total of 162,885 faculty in all 36 disciplines/ major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of home economics is currently (1989-90) some 12 and 18 percent below the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for home economics in the private institutions was approximately 10 percent less in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) 14.5 percent less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in home economics, in both the state and private



institutions, received overall salary increases for three years above the cost-of-living. Average home economics faculty salaries in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS. Home economics faculty were ahead of the faculty in ALL MAJOR FIELDS. Home economics faculty in the state and private institutions have a lot of catching up to do.

Third, in the discipline/major field of home economics the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a faster rate in the state institutions, compared to the private institutions. It seems a higher percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in home economics, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Sammie Garner is professor and chairperson of the department of home economics at Appalachian State University, Boone, North Carolina.

#### APPENDICES:



A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

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C - LIST OF PRIVATE Participating Institutions, page 14

#### APPENDIX A

# OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

**EDUCATION** 

ENGINEERING

FOREIGN LANGUAGES

**GEOLOGY** 

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

**NURSING** 

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL

SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

11:

#### APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Adams State College (CO) Alabama State University (AL) Albany State College (GA) Angelo State University (TX) Appalachian State University (NC) Arkansas Tech University (AR) Auburn University at Hontgomery (AL) Augusta College (GA) Austin Peay State University (TN) Ball State University (IN) Bemidji State University (MN) Black Hills State University (SD) Bluefield State College (WV) Bridgewater State College (MA) California State University, Bakersfield (CA) California State University, Hayward (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Missouri State University (MO) Central State University (OK) Central Washington University (WA) Chadron State College (NE) Caristopher Newport College (VA) Citadel, (The) Military College of South Carolina (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) College of Staten Island, The (NY) Columbus College (GA) Delta State University (MS) Dickinson State University (ND) East Central University (OK) East Tennessee State University (TN) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Washington University (WA) Edinboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida Atlantic University (FL) Fort Hays State University (KS) Francis Marion College (SC) ', Firstburg State University (MD) George Mason University (VA)

Georgia College (GA) Georgia Southern College (GA) Glenville State College (WV) Grambling State University (LA) Grand Valley State University (MI) Harris-Stowe State College (MO) Henderson State University (AR) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Jacksonville State University (AL) James Madison University (WV) Rearney State College (NE) Reene State College (NH) Rennesaw State University (GA) Kent State University (OH) Lake Superior State University (MI) Lamar University--Bearmont (TX) Lander College (SC) Lewis-Clark State College (ID) Lincoln University (MO) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport (LA) Louisiana Tech University (LA) Maine Maritime Academy (ME) Mansfield University of Pennsylvania (PA) Marshall University (WV) Mary Washington College (VA) Mayville State University (ND) Memphis State University (TN) Hesa State College (CO) Metropolitan State College (CO) Hetropolitan State University (MN) Hiddle Tennessee State University (TN) Hillersville University of Pennsylvania (KY) Hississippi University for Women (MS) Hissouri Southern State College (MO) Hissouri Western State College (NO) Montana College of Mineral Science & Technology (MT) Hontclair State College (NJ) Moorhead State University (MN) Morehead State University (RY)



Morgan State University (MD) Murray State University (RY) Now Mexico Highlands University (NM) North Adams State College (MA) North Carolina Central University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (MD) Northeastern Illinois University (IL) Northeastern State University (OK) Northern Arizona University (AZ) Northern Illinois University (IL) Northern Kentucky University (RY) Northern Michigan University (NI) Morthern State University (SD) Oakland University (NI) Old Dominion University (VA) Peru State College (NE) Pittsburg State University (RS) ". Plymouth State College (NH) Portland State University (OR) Radford University (VA) Rhode Island College (RI) Saginaw Valley State University (MI) Salem State College (MA) Sam Houston State University (TX) San Diego State University (CA) Sangamon State University (IL) Shepherd College (WV) Shippensburg University of Pennsylvania (PA) Slippery Rock University of Pennsylvania (PA) Sonoma State University (CA) South Dakota School of Mines & Technology (SD) Southeast Missouri State University (MO) Southeastern Louisiana University (LA) Southeastern Massachusetts University (MA) Southern College of Technology (GA) Southern Illinois University at Carbondale (IL) Southern Illinois University at Edwardsville (IL) Southern Oregon State College (CR) Southwest Missouri State University (MO) Southwest State University (MN) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) St. Cloud State University (MN) State University of New York College at Brockport (NY) State University of New York College at Buffalo (NY) State University of New York College  $^{\prime}I_{t}$ at Fredonia (NY) State University of New York College at Old Westbury (NY)

State University of New York College at Potsdam (NY) Stephen F. Austin University (TX) Sul Ross State University (TX) Tennessee Technological University (TN) Texas A&I University (TX) Texas ASH University at Galveston (TX) Texas Woman's University (TX) Towson State University (MD) Troy State University (AL) University of Akron, The (OH) University of Arkansas at Little Rock (AR) University of Arkensas at Monticello (AR) University of Central Arkanses (AR) University of Colorado at Colorado Springs (CO) University of Colorado at Denver (CO) University of Houston--Clear Lake (TX) University of Maine at Fort Rent (ME) University of Maryland Baltimore County (MD) University of Montevallo (AL) University of Nebraska at Omaha (NE) University of Nevada, Las Vegas (NV) University of North Carolina at Asheville (NC) University of North Carolins at Charlotte (NC) University of North Carolina at Greensboro (NC) University of North Carolina at Wilmington (NC) University of Northern Colorado (CO) University of Northern Iowa (IA) University of North Texas (TX) University of Pittsburgh at Bradford (PA) University of Pittsburgh at Johnstown (PA) University of Science and Arts of Oklahoma (OR) University of South Alabama, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Spartanburg (SC) -University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Maine (ME) University of Southern Mississippi (MS) University of Southwestern Louisiana (LA) University of Tennessee at Chattanooga (TN) University of Tennessee at Martin (TN) University of Texas at Dallas (TX) University of Texas at San Antonio (TX) University of Texas at Tyler, The (TX) University of the Virgin Islands--St. Croix University of the Virgin Islands--St. Thomas University of Wisconsin--Eau Claire (WI)

University of Wisconsin--Green Bay (WI)

University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (WI) University of Wisconsin--Plattville (WI) Valdosta State College (GA) Valley City State University (ND) Washburn University of Topeka (RS) Wayne State College (NE) Weber State College (UT) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) West Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CT) Western Illinois University (IL) Western Kentucky University (RY) Western Michigan University (MI) Western Oregon State College (OR) Western State College of Colorado (CO) Wichita State University, (KS) William Paterson College (NJ) Winston-Salem State University (NC)

# TOTAL: 210

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# APPENDIX C

# CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

# Participating Institutions

| Abilene Christia: University (TX)              | Central College (IA)                     |
|--|--|
| Albertus Magnus College (CI)                   | Central Methodist College (MO)           |
| Albion College (MI)                            | Central Wesleyan College (SC)            |
| Alfred University (NY)                         | Chapman College (PA)                     |
| Allegheny College (PA)                         | Christian Brothers College (TN)          |
| Allentown College of St. Francis de Sales (PA) | Clark University (HA)                    |
| Aims College (MI)                              | Cogswell Polytechnical University (CA)   |
| American University, The (DC)                  | Coker College (SC)                       |
| Amherst College (MA)                           | College of Mount Saint Vincent (NY)      |
| Anna Maria College (MA)                        | College of Hount St. Joseph (OH)         |
| Aquinas College (MI)                           | College of Saint Mary (NE)               |
| Arkansas College (AR)                          | College of St. Scholastica (MN)          |
| Asbury College (KY)                            | College of St. Thomas (MN)               |
| Ashland University (OH)                        | College of the Holy Cross (MA)           |
| Augustana College (IL)                         | College of Wooster, The (CH)             |
| Aurora University (IL)                         | Concordia College (MN)                   |
| Avila College (MO)                             | Concordia College (NY)                   |
| Azusa Pacific University (CA)                  | Concordia Teachers College (NE)          |
| Babson College (MA)                            | Cornell College (IA)                     |
| Baldwin-Wallace College (OH)                   | Covenant College (GA)                    |
| Bard College (NY)                              | D'Youville College (FY)                  |
| Barry University (FL)                          | Daniel Webster College (NH)              |
| Beaver College (PA)                            | David Lipscomb College (TN)              |
| Bellarmine College (RY)                        | Defiance College, The (OH)               |
| Bellevus College (NE)                          | Depaul University (IL)                   |
| Benedictine College (KS)                       | Dickinson College (PA)                   |
| Bethune-Coolman College (FL)                   | Doane College (NE)                       |
| Birmingham-Southern College (AL)               | Dominican College of Blauvelt (NY)       |
| Boston University (MA)                         | Dordt College, Inc. (IA)                 |
| Bradley University (IL)                        | Drake University (IA)                    |
| Briar Cliff College (AL)                       | Drew University (NJ)                     |
| Bridgewater College (VA)                       | Drury College (MO)                       |
| Brigham Young University (UI)                  | Eastern Hennonite College and            |
| Bryant College (RI)                            | Seminary (VA)                            |
| Bryn Mawr College (PA)                         | Eckerd College (FL)                      |
| Bucknell University (PA)                       | Elmhurst College (IL)                    |
| Butler University (IN)                         | Elmira College (NY)                      |
| Cabrini College (PA)                           | Embry-Riddle Aeronautical University (/I |
| Canisius College (NY)                          | Emerson College (MA)                     |
| Capital University (OH)                        | Emory & Henry College (VA)               |
| Carroll College (MT)                           | Eureka College (IL)                      |
| Carroll College (WI)                           | Fairfield University (CT)                |
| Catawba College (NC)                           | Ferrum College (VA)                      |
| Catholic Theological Union (IL)                | Fontbonna College (MO)                   |
| Catholic University of America, The (DC)       | Franklin and Marshall College (PA)       |
| Cedar Crest (PA)                               | Furman University (SC)                   |
| Cedarville College (OH)                        | George Fox College (OR)                  |
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| George Washington University, The (DC)           |
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| Georgetown University (DC)                       |
| Georgian Court College (PA)                      |
| GMI Engineering & Management Institute (MI)      |
| Gonzaga University (WA)                          |
| Gordon-Conwell Theological Seminary (NA)         |
| Grace College & Theological Seminary (IN)        |
| Guilford College (NC)                            |
| Hamline University (NN)                          |
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| Hampton University (VA)                          |
| Hawaii Pacific College (HI)                      |
| Heidelberg Collage (OH)                          |
| Hiram College (OH)                               |
| Holy Names College (CA)                          |
| Hood College (MD)                                |
| Huston-Tillotson College (TX)                    |
| Iona College (NY)                                |
| Ithaca College (NY)                              |
| John Carroll University (OH)                     |
| Johns Hopkins University, The (MD)               |
| Juniata College (PA)                             |
| Kalamazoo College (MI)                           |
| Renyon College (OH)                              |
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| Ring's College (PA)                              |
| La Roche College (PA)                            |
| Le Tourneau College (TX)                         |
| Lebanon Valley College (PA)                      |
| Lewis & Clark College (OR)                       |
| Lincoln Memorial University (TN)                 |
| Linfield College (OR)                            |
| Loras College (IA)                               |
| Louisiana College (LA)                           |
| Loyola College in Maryland (MD)                  |
| Luther College (IA)                              |
| Lutheran Theological Seminary at Gettysburg (PA) |
| Lycoming College (PA)                            |
| Lynchburg College (VA)                           |
| Madonna College (NI)                             |
| Malone College (OH)                              |
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| Manhattan Christian College (KS)                 |
| Manhattanville College (NY)                      |
| Marietta College (OH)                            |
| Murist College (MY)                              |
| Mars Hill College (NC)                           |
| Mary Baldwin College (VA)                        |
| Marymount College (NY)                           |
| Marywood College (PA)                            |
| Memphis Theological Seminary (TN)                |
| Mercer University (GA)                           |
| Hercy College (NY)                               |
| Mercy College of Detroit (MI)                    |
| inera connego or naciore (ur)                    |

| Meredith College (NC)                                |
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| Merrimack College (MA)                               |
| Milliken University (IL)                             |
| Missouri Baptist College (MO)                        |
| Monmouth College (NJ)                                |
| Horavian College (PA)                                |
| Morris Brown College (GA)                            |
| Mount Mercy College (IA)                             |
| Mount Saint Mary's College (MD)                      |
| Hount St. Clare College (IA)                         |
| Mount Union College (OH)                             |
| Hount Vernon College (DC)                            |
| Muskingum College (OH)                               |
| Nazarene Theological Seminary (MO)                   |
| Neumann College (PA)                                 |
| North Central College (IL)                           |
| Northeastern University (MA)                         |
| Northland College (WI)                               |
| Northwestern College (IA)                            |
| Northwestern College (MN)                            |
| Norwich University (VT)                              |
|  |
| Notre Dame College (NH)                              |
| Notre Dame College (OH)                              |
| Notre Dame Seminary (LA)                             |
| Ohio Northern University (OH) Ottawa University (KS) |
| Otterbein College (OH)                               |
| Our Lady of the Holy Cross College (LA)              |
| Our Lady of the Lake University (TX)                 |
| Paine College (GA)                                   |
| Palm Beach Atlantic College (FL)                     |
| _ , ,  |
| Park College (MO)                                    |
| Parks College of St. Louis University (IL            |
| Pepperdine University (CA)                           |
| Piedmont College (GA)                                |
| Pikeville College (KY)                               |
| Polytechnic University (NY)                          |
| Presbyterian College (SC)                            |
| Principia College (IL)                               |
| Quincy College (IL)                                  |
| Randolph-Macon Woman's College (VA)                  |
| Reed College (OR)                                    |
| Reformed Bible College (MI)                          |
| Regis College (MA)                                   |
| Remsselaer Polytechnic Institute (NY)                |
| Rhode Island School of Design (RI)                   |
| Rider College (NJ)                                   |
| Roanoke College (VA)                                 |
| Rockford College (II.)                               |
| Rockhurst College (MO)                               |
| Rocky Mountain College (HT)                          |



Rose-Hulman Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CT) Saint John's University (MN) Saint Joseph College (CT) Saint Joseph's College (IN) Saint Mary's College (HI) Saint Mary's College (MN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Michael's College (VI) Salem College (NC) School of the Ozarks, The (MO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siena College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spalding University (KY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (KY) Tri-State University (IN) Trinity College (DC) Trinity College of Vermont (VI) Trinity University (TX) United Theological Seminary of the Twin Cities (MN) University of Charleston, The (3C) University of Dayton (OH) University of Detroit (MI) University of Dubuque Theological Seminary (IA) University of Findlay, The (OH) University of Hartford (CT)

University of La Verne (CA) University of Mismi (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (OH) University of San Diego (CA) University of the South (TN) University of Tulsa (OK) Valparaiso University (IN) Viterbo College (WI) Walsh College (OH) Washington and Jefferson College (PA) Washington Bible College (ND) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Haryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

**TOTAL: 265** 



# SALARY-TREND STUDY OF FACULTY IN LETTERS FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
William Linneman

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including letters. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of letters in the CIP is as follows:

A summary of groups of instructional programs that describe sounds, literature, syntax, phonology, morphology, semantics, sentences, prose and verse, as well as the development of skills and attitudes used in communicating and evaluating thought and feelings through oral and written language.\*

[\*Gerald S. Malitz, A Classification of Instructional Frograms (Washington, DC.: National Center for Education Statistics, [1985], p. 115.--23.)]

This article presents a summary of the overall average salary increases in



the discipline/major field of letters from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

In addition to listing the average salaries in letters for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are "made between the two studies for each of the two study years (1986-87 and 1989-90) using the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites is not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.



The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 'r associate professor of letters in the 1986-87 state study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of .97 for professors in the discipline/major field of letters in the 1986-87 state study means that their salaries are 3 percent lower than the average of all professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of letters with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90

|  |  | ROF<br>NUM N/IN | P     | SSO<br>ROF<br>NUM N/IN | ASSI<br>PROF<br>SALARY NUM N/IN |                         | NEW<br>ASST<br>PROF<br>SALARY NUM N/IN |                   | INSTRUCTOR SALARY NUM N/IN |         |       | RANKS<br>NUM N/IN  |  |  |
|--|--|-----------------|-------|------------------------|---------------------------------|-------------------------|--|-------------------|----------------------------|---------|-------|--------------------|--|--|
| DISCIPLINE: LEITERS  STATE 1986-87: MAJOR FIELD: ENGLISH, GENERAL  AVERAGE |  |                 |       |                        |                                 |                         |  |                   |                            |         |       |                    |  |  |
|  | : 38529  | 1433 194        | 31123 | 1239 194               | 25162                           | 1085 187                | 23079                                  | 117 17            | 18852                      | 485 103 | 30697 | 4242 199           |  |  |
| ARY  |  |                 | 0.29  |                        | 0.26                            |                         | 0.03                                   |                   | 0.11                       |         | 1.00  |                    |  |  |
| ractor   | : 0.97   |                 | 0.95  |                        | 0.93                            |                         | 0.88                                   |                   | 0.88                       |         | 0.94  |                    |  |  |
| AVERAG   | Œ  |                 |       |                        |                                 | AIL MAJOR               | FIELDS                                 |                   |                            |         |       |                    |  |  |
| SALARY<br>FAC MI   | ; 39819<br>X                                     | 17564           | 32676 | 15205                  | 27122                           | 14268                   | 26202                                  | 1869              | 21466                      | 4423    | 32611 | 51460 210          |  |  |
| PCT:   | 0.34   |                 | 0.30  |                        | 0.28                            |                         | 0.04                                   |                   | 0.09                       |         | 1.00  |                    |  |  |
| STATE.   | <u> 1989-9</u> (                                 | <u>):</u>       |       |                        |                                 | SCIPLINE:<br>FIELD: ENG |  |                   |                            |         |       |                    |  |  |
|  | : 45107  | 1547 205        | 36438 | 1203 193               | 29007                           | 1285 194                | 27045                                  | 244 127           | 21647                      | 626 120 | 35280 | 4661 206           |  |  |
| PCT:<br>SALARY   | 0.33   |                 | 0.26  |                        | 0.28                            |                         | 0.05                                   |                   | 0.13                       |         | 1.00  |                    |  |  |
|  | : 0.96   |                 | 0.95  |                        | 0.91                            |                         | 1.04                                   |                   | 0.88                       |         | 0.92  |                    |  |  |
| AMERIAG  | •  |                 |       | <b>)</b> ,             |                                 | ALL MAJOR               | FIELDS                                 |                   |                            |         |       |                    |  |  |
| AVERAG<br>SALARY<br>FAC MI   | : 47023  | 18930           | 38352 | 15550                  | 31853                           | 16354                   | 26030                                  | 2865              | 24499                      | 4733    | 38213 | 55 <b>56</b> 7 210 |  |  |
| PCT:   | 0.34   |                 | 0.28  |                        | 0.29                            |                         | 0.05                                   |                   | 0.09                       |         | 1.00  |                    |  |  |
| <u>PRIVAT</u><br>AVERAG  | PRIVATE, 1986-87:  MAJOR FIELD: ENGLISH, GENERAL |                 |       |                        |                                 |                         |  |                   |                            |         |       |                    |  |  |
| FAC MI   | : 37258<br>X                                     | 722 211         | 29046 | 639 198                | 23190                           | 528 185                 | 21851                                  | <sup>7</sup> ó 56 | 18347                      | 163 88  | 29578 | 2052 242           |  |  |
| PCT:<br>SALARY   | 0.35   |                 | 0.31  |                        | 0.26                            |                         | 0.04                                   |                   | 0.08                       |         | 1.00  |                    |  |  |
| FACTOR   | : 0.93   |                 | 0.93  |                        | 0.91                            |                         | 0.88                                   |                   | 0.89                       |         | 0.94  |                    |  |  |
| AVERAG   | R  |                 |       |                        |                                 | ALL MAJOR               | FIELDS                                 |                   |                            |         |       |                    |  |  |
|  | : 40015  | 8507            | 31131 | 8438                   | 25483                           | 8319                    | 24917                                  | 1279              | 20566                      | 1985    | 31411 | 27249 265          |  |  |
| PCT:   | 0.31   |                 | 0.31  |                        | 0.31                            |                         | 0.05                                   |                   | 0.07                       |         | 1.00  |                    |  |  |
| PPIVAT   | DISCIPLINE: LETTERS                              |                 |       |                        |                                 |                         |  |                   |                            |         |       |                    |  |  |
| AVERAG   | E<br>: 44164                                     |                 |       |                        |                                 | TELD: ENG               |  |                   |                            |         |       |                    |  |  |
| FAC MI   | K  | 778 223         |       | 633 215                |                                 | 634 214                 | 25958                                  | 117 84            | 21225                      | 169 79  | 34823 | 2214 256           |  |  |
| PCT:<br>SALARY   | 0.35   |                 | 0.29  |                        | 0.29                            |                         | 0.05                                   |                   | 0.08                       |         | 1.00  |                    |  |  |
| FACTOR   | : U.93   |                 | 0.94  |                        | 0.89                            |                         | 0.87                                   |                   | 0.88                       |         | 0.93  |                    |  |  |
| AVERAGI  |  |                 |       |                        | 4                               | ALL MAJOR               | FIELDS                                 |                   |                            |         |       |                    |  |  |
| FAC MIX  |  | 9026            | 36865 | 8771                   | 30621                           | 9004                    | 29780                                  | 1476              | 24196                      | 1808    | 37422 | 28609 265          |  |  |
| PCT:   | 0.32   |                 | 0.31  |                        | 0.31                            |                         | 0.05                                   |                   | 0.06                       |         | 1.00  |                    |  |  |

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will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of letters was reported in 199 of the 210 state (AASCU) institutions. The average salary of the 4,242 faculty was \$30,697. This average salary was approximately 6 percent (0.94%) lower than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of letters was reported in 206 of the same 210 state (AASCU) institutions. The average salary of the 4,661 faculty was \$35,280. This average salary was approximately 8 percent (0.92%) lower than the average salary of \$38,213 for all 59,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in letters after three years in the state institutions studied was 14.9 percent (\$35,280 minus \$30,697 equals \$4,553). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 1.1 percent or an average of 0.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of letters (14.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.3 percentage points (17.2% minus 14.9% equals 2.3%) more than faculty in the discipline/major field of letters. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in letters is higher at



the professor rank than at the assistant professor rank in the 1986-87 state study and in the 1989-90 state study. The faculty mix percentage of professor and assistant professor is 0.34 vs. 0.26 (1986-87) and 0.33 vs. 0.28 (1989-90) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90) respectively. ALL MAJOR FIELDS had an equal percentage of professors and a slightly higher percentage of assistant professors compared to letters in the 1986-87 state study. Currently, letters has a lower percentage of full and assistant professors than ALL MAJOR FIELDS.

Finally, the hiring rate of new assistant professors in letters is low in the state studies: 2.8 percent (117/4,242) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in letters in 1989-90 is 5.2 percent (244/4,661) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of letters is less than for ALL MAJOR FIELDS in the state study of 1985-86 and the same in 1989-90.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of letters was reported in 242 of the 265 private institutions. The average salary of the 2,052 faculty was \$29,578. This average salary was approximately 6 percent (0.94%) lower than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of letters was reported in 256 of the same 265 private institutions. The average salary of the 2,214 faculty was \$34,823. This average



salary was approximately 7 percent (0.93%) lower than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in letters after three years in the private institutions studied was 17.7 percent (\$34,823 minus \$29,578 equals \$5,244). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.9 percent or 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of letters (17.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.4 percent (17.7% minus 19.1% equals -1.4%) more than faculty in the discipline/major field of letters. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

In the discipline/major field of letters, the reader may note that the faculty mix percentage is somewhat similarly spread at the professor rank and the assistant professor rank for both private studies: 0.35 vs. 0.26 (1986-87) respectively; and 0.35 vs. 0.29 (1989-90) respectively. The faculty mix percentage for ALL MAJOR FIELDS is similar in both private studies: 0.31 vs. 0.31 (1986-87) respectively; and 0.32 vs. 0.31 (1989-90) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to letters in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in letters lagged behind the hiring rate in ALL MAJOR FIELDS for the 1986-87 private study, 3.7 percent (76/2,052) vs. 4.7 percent (1,279/27,249) respectively. However, it was slightly ahead in letters for the 1989-90 private



study, 5.3 percent (117/2,214) vs. 5.2 percent (1,476/28,609), respectfully.

This article presented salary-trend information on the academic discipline/major field of letters and compared that information with ALL MAJOR FIELDS over a reriod of three years: the "baseline year" of 1986-87 and the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 13,169 faculty in the discipline/major field of letters participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of letters is currently (1989-90) some 18 and 17 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for letters in the private institutions was approximately 4 percentage points less in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions in 1989-90 is now approximately 1 percentage point less compared to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in letters, in both the state and private institutions, received overall salar, increases for three years above the



cost-of-living. However, letters faculty salaries in the state institutions lagged behind facul.— in ALL MAJOR FIELDS during this same period. Letters faculty in both the private and state institutions have some catching up to do in salary in comparison with their colleagues in ALL MAJOR FIELDS.

Third, even though the discipline/major field of letters is one of the clder disciplines, there is not a marked difference in faculty mix percentage between faculty in the state and in the private institutions. The assistant professor rank at private institutions appears to be increasing slightly more rapidly in comparison to the state institutions, and with those faculty in ALL MAJOR FIELDS.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional interpretations of salaries will be effected in letters, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author William Linneman is professor of English at Illinois State University, Normal, Illinois.

#### APPENDICES:



A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF STATE Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 14

# APPENDIX A

# OVERALL LIST OF SELECTED DISCIPLINES

**ACCOUNTING** 

PHILOSOPHY AND RELIGION

BUSINESS ADMINISTRATION AND MANAGEMENT

PHYSICAL EDUCATION

BUSINESS AND MANAGEMENT

PHYSICAL SCIENCES

BUSINESS ECONOMICS

PHYSICS

CHEMISTRY

POLITICAL SCIENCE AND GOVERNMENT

COMMUNICATION TECHNOLOGIES

**PSYCHOLOGY** 

COMMUNICATIONS

READING EDUCATION

COMPUTER & INFORMATION SCIENCES

SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION

SOCIOLOGY

DRAMATIC ARTS

SPECIAL EDUCATION

DRAWING

SPEECH PATHOLOGY/AUDIOLOGY

**EDUCATION** 

STUDENT COUNSELING AND PERSONNEL

SERVICES

**ENGINEERING** 

VISUAL AND PERFORMING ARTS

GEOLOGY

HOME ECONOMICS

FOREIGN LANGUAGES

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI INTERDISCIPLINARY STUDIES

TOTAL: 36

MUSIC

NURSING



#### APPENDIX B

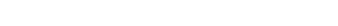
## CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Adams State College (CO) Alabama State University (AL) Albany State College (GA) Angolo State University (TX) Appalachien State University (NC) Arkansas Tech University (AR) Authorn University at Montgomery (AL) Augusta College (GA) Austin Feay State University (TN) Rall State University (IN) Remidji State University (MN) Black Hills State University (SD) Bluefield State College (WV) Bridgewater State College (MA) 3. California State University, Bakersfield (CA) California State University, Hayward (CA) California University of Permsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Hissouri State University (MO) Central State University (OR) Central Washington University (WA) Chadron State College (NE) Christopher Newport College (VA) Citadei, (The) Military College of South Carolina (SC) Tarion University of Pennsylvania (PA) Cleveland State University (OH) College of Staten Island, The (NY) Columbus College (GA) Delta State University (MS) Dickinson State University (ND) East Central University (OK) East Tennessee State University (TN) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Washington University (WA) Edinboro University of Pennsylvania (PA) Fitchburg State College (MA) florida Atlantic University (FL) Fort Hays State University (RS) Francis Marion College (SC) " " , Frostburg State University (ND) George Meson University (VA)

Georgia College (GA) Georgia Southern College (GA) Glenville State College (WV) Grambling State University (IA) Grand Valley State University (HI) Harris-Stove Stace College (MO) Henderson State University (AR) Immacao University College (FR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Jacksonville State University (AL) James Madison University (WV) Rearney State College (NE) Keens State College (NII) Remesav State University (GA) Kent State University (OH) Lake Superior State University (MI) Lamar University--Beaumont (TX) Lander College (SC) Lewis-Clark State Coilege (ID) Lauroln University (MO) Livingston University (AL) Long rood College (VA) Louisiana State University in Shreveport (LA) Louisiana Tech University (LA) Maine Maritime Academy (ME) Hansfield University of Pennsylvania (PA) Marshall University (WV) Hary Washington College (VA) Mayville State University (ND) Memphis State University (TN) Hesa State College (CO) Hetropolitan State College (CO) Metropolitan State University (MN) Hiddle Tennessee State University (TN) Millersville University of Pennsylvania (RY) Mississippi University for Women (MS) Hissouri Southern State College (NO) Hissouri Western State College (MO) Montans College of Hineral Science & Technology (MT) K. ntcleir State College (NJ) Moorhead State University (MN)

Morehead State University (RY)





Morgan State University (MD) Murray State University (RY) Now Hexico Highlands University (NM) North Adams State College (MA) North Carolina Contral University (NC) Northeast Louisians University (IA) Northeast Hissouri State University (MO) Mortheastern Illinois University (IL) Mortheastern State University (OR) Northern Arizona University (AZ) Northern Illinois University (IL) Northern Rentucky University (RY) Northern Hichigan University (MI) Borthern State University (SD) Oakland University (MI) Old Dominion University (VA) Peru State College (NE) Pittsburg State University (RS)' Plymouth State College (NH) Portland State University (OR) Radford University (VA) Rhode Island College (RI) Saginaw Valley State University (MI) Sales Stant College (MA) Sam Houston State University (TX) San Diego State University (CA) Sangamon State University (IL) Shepherd College (WV) Shippensburg University of Pennsylvania (PA) Slippery Rock University of Pennsylvania (PA) Sonoma State University (CA) South Dakota School of Hines & Technology (SD) Southeast Missouri State University (MO) Southeastern Louisiana University (LA) Southeastern Massachusetts University (MA) Southern College of Technology (GA) Southern Illinois University at Carbondale (IL) Southern Illinois University at Edwardsville (IL) Southern Oregon State College (OR) Southwest Hissouri State University (MO) Southwest State University (MN) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) St. Claid State University (MN) State University of New York College at Brockport (NY) State University of New York College at Buffalo (NY) State University of New York College at Fredonia (NY) State University of New York College at Old Westbury (NY)

State University of New York College at Potsdam (NY) Stephen: F. Austin University (TX) Sul Ross State University (TX) Tennessee Technological University (TN) Texas A&I University (TX) Texas ASM University at Galveston (TX) Texas Woman's University (TX) Towace State University (MD) Troy State University (AL) University of Akron, The (OH) University of Arkansas at Little Rock (AR) Uriversity of Arkansas at Monticello (AR) University of Central Arkansas (AR) University of Colorado at Colorado Springs (CO; University of Colorado at Denver (CO) University of Houston--Clear Lake (TX) University of Maine at Fort Kent (ME) University of Maryland Baltimore County (MD) University of Hontevallo (AL) University of Nebrasks at Omeha (NE) University of Nevada, Las Vegas (NV) University of North Carolina at Asheville (NC) University of North Carolina at Charlotte (NC) University of North Carolina at Greensboro (NC) University of North Carolina at Wilmington (RC) University of Northern Colorado (CO) University of Northern Iowa (IA) iversity of North Texas (TX) university of Pittsburgh at Bradford (PA) University of Pittsburgh at Johnstown (PA) University of Science and Arts of Oklahoma (OK) University of South Alabama, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Spartanburg (SC University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Maine (ME) University of Southern Hississippi (MS) University of Southwestern Louisians (LA) University of Tennessee at Chattanooga (TN) University of Tennessee at Martin (TN) University of Texas at Dallas (TX) University of Texas at San Antonio (TX) University of Texas at Tyler, The (TX) University of the Virgin Islands --St. Croix University of the Virgin Islands--St. Thomas University of Wisconsin--Eau Claire (WI) University of Wisconsin--Green Bay (WI)

University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (WI) University of Wisconsin--Plattville (WI) Valdosta State College (GA) Valley City State University (ND) Washburn University of Topeka (KS) Wayne State College (NE) Weber State College (UT) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) West Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CI) Western Illinois University (IL) Western Kentucky University (RY) Western Hichigan University (HI) \*\* Western Oregon State College (OR) Western State College of Colorado (CO) Wichita State University, (RS) William Paterson College (NJ) Winston-Sales State University (NC)

**TOTAL: 210** 

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#### APPENDIX C

#### CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Abilena Christian University (TX) Central College (IA) Albertus Magnus College (CT) Central Methodist College (MO) Albion College (MI) Central Wesleyan College (SC) Alfred University (NY) Chapman College (FA) Allegheny College (FA) Christian Brothers College (IN) Allentown College of St. Francis de Sales (PA) Clark University (MA) Aims College (NI) Cogswell Polytechnical University (CA) American University, The (DC) Coker College (SC) Ambierst College (HA) College of Mount Saint Vincent (NY) Arma Maria College (MA) College of Mount St. Joseph (DH) Aquinas College (H1) College of Saint Mary (NE) Arkansas College (AR) College of St. Scholastica (MN) Asbury College (KY) College of St. Thomas (MN) Ashland University (TM) College of the Holy Cross (HA) College of Wooster, The (OH) Augustana College (IL) Aurora University (IL) Concordia College (MN) Avila College (MO) Concordia College (NY) Azusa Pacific University (CA) Concordia Teachers College (NE) Rabson College (MA) Cornell College (IA) Baldwin-Wallace College (OH) Covenant College (GA) Bard College (NY) D'Youville College (NY) Rarry University (FL) Daniel Webster College (NH) Beaver College (FA) David Lipscomb College (TN) Bellarmine College (KY) Defiance College, The (OII) Bellevue College (NE) Depaul University (II,) Benedictine College (KS) Dickinson College (PA) Betinme-Cookman College (FL) Dozne College (NE) Birmingham-Southern College (AL) Dominican College of Blauvelt (NY) Boston University (MA) Dordt College, Inc. (IA) Bradley University (II.) Drake University (IA) Briar Cliff College (AL) Drew University (NJ) Bridgewater College (VA) Drury College (MO) Brigham Young University (UI) Eastern Mennonite College and Bryant College (RI) Seminary (VA) Bryn Mawr College (PA) Eckerd College (FL) Bucknell University (PA) Elmhurst College (IL) Butler University (IN) Elmira College (NY) Cabrini College (PA) Embry-Riddle Aeronautical University (FL) Canisius College (NY) Emerson College (MA) Capital University (ON) Emory & Henry College (VA) Carroll College (MT) Eureka College (IL) Carroll College (WI) Fairfield University (CT) Catawba College (NC) Ferrum College (VA) Catholic Theological Union (IL) Fontbonne College (MO) Catholic University of America, The (DC) Franklin and Marshall College (FA) Cedar Crest (PA) Furman University (SC) Cedarville College (OH) George Fox College (OR)



George Washington University, The (DC) Georgetown University (DC) Georgian Court College (PA) CMI Engineering & Management Institute (MI) Gonzaga University (WA) Gordon-Conwell Theological Seminary (MA) Grace College & Theological Seminary (IN) Guilford College (NC) Hamline University (MN) Hampton University (VA) Hawaii Pacific College (HI) Heidelberg College (OH) Hiram College (OH) Holy Names College (CA) Hood College (MD) Huston-Tillotson College (TX) Ions College (NY) Ithaca College (NY) John Carroll University (OH) Johns Hopkins University, The (MD) Juniata College (PA) Kalamazoo College (MI) Kenyon College (OH) Ring's College (PA) La Roche College (PA) Le Tourneau College (TX) Lebanon Valley College (PA) Lewis & Clark College (OR) Lincoln Memorial University (TN) Linfield College (OR) Loras College (IA) Louisiana College (LA) Loyola College in Maryland (MD) Luther Coilege (IA) Lutheran Theological Seminary at Gettysburg (PA) Lycoming College (PA) Lynchburg College (VA) Madonna College (MI) Malone College (OH) Manhattan Christian College (KS) Manhattanville College (NY) Marietta College (OH) Marist College (NY) Mars Hill College (NC) Mary Baldwin College (VA) Marymount College (NY) Marywood College (PA) Memphis Theological Seminary (TN) Mercer University (GA) Mercy College (NY) Mercy College of Detroit (MI)

Meredith College (NC) Merrimack College (MA) Milliken University (IL) Missouri Baptist College (MO) Monmouth College (NJ) Moravian College (PA) Morris Brown College (GA) Mount Mercy College (IA) Mount Saint Mary's College (ND) Mount St. Clare College (IA) Mount Union College (OH) Mount Vernon College (DC) Muskingum College (OH) Nazarene Theological Seminary (MO) Neumann College (PA) North Central College (IL) Northeastern University (MA) Northland College (WI) Northwestern College (IA) Northwestern College (MN) Norwich University (VI) Notre Dame College (NH) Notre Dame College (OH) Notre Dame Seminary (LA) Ohio Northern University (OH) Ottawa University (KS) Otterbein College (OH) Our Lady of the Holy Cross College (LA) Our Lady of the Lake University (TX) Paine College (GA) Palm Beach Atlantic College (FL) Park College (MO) Parks College of St. Louis University (IL) Pepperdine University (CA) Piedmont College (GA) Pikeville College (KY) Polytechnic University (NY) Presbyterian College (SC) Principia College (IL) Quincy College (IL) Randolph-Macon Woman's College (VA) Reed College (OR) Reformed Bible College (M1) Regis College (MA) Rensselaer Polytechnic Institute (NY) Rhode Island School of Design (RI) Rider College (NJ) Roanoke College (VA) Rockford College (IL) Rockhurst College (MO) Rocky Mountain College (MT) 39



Rose-Hulman Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CT) Saint John's University (MN) Saint Joseph College (CT) Saint Joseph's College (IN) Saint Mary's College (MI) Saint Mary's College (MN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Michael's College (VT) Salem College (NC) School of the Ozarks, The (MO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siena College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spalding University (KY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehama University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (KY) Tri-State University (IN) Trinity College (DC) Trinity College of Vermont (VT) Trinity University (TX) United Theological Seminary of the Twin Cities (MN) University of Charleston, The (SC) University of Dayton (OH) 'Iniversity of Detroit (MI) University of Dubuque Theological Seminary (IA) University of Findlay, The (OH) University of Hartford (CT)

University of La Verne (CA) University of Hismi (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (OH) University of San Diego (CA) University of the South (TN) University of Tulsa (OK) Valparaiso University (IN) Viterbo College (WI) Walsh College (OH) Washington and Jefferson College (FA) Washington Bible College (MD) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Maryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

TOTAL: 265

# SALARY-TREND STUDY OF FACULTY IN LIBRARY AND ARCHIVAL SCIENCES

# FOR THE YEARS

#### 1986-87 AND 1989-90

By
Richard D. Howe
and
Loles D. Solis

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including library and archival sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of library and archival sciences in the CIT is as follows:

A summary of groups of instructional programs that describe the knowledge and skills required to develop organize, store, retrieve, administer, and facilitate the use of collections of information in such formats as books, documents, manuscripts, machine-readable data bases, filmed and recorded materials, specimens, and artifacts.\*

[\*Gerald S. Malitz, A <u>Classification of Instructional Programs</u> (Washington, DC.: National Center for Education Statistics, [1985], p. 117.--25.)]



This article presents a summary of the overall average salary increases in the discipline/major field of library and archival sciences from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Or the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of library and archival sciences faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using CPI (Consumer Price Index) of changes in cost-of-living between two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Therefore, the CPI, was used to yield a more precise representation of "real" salary increases.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included



to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professor of library and archival sciences in the 1986-87 state study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.92 for assistant professors in the discipline/major field of library and archival sciences in the 1985-86 state study means that their salaries are 8 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of library and archival sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample



|   |  | rof<br>Num n | /IN |       | rof<br>Num n |    |       | of<br>Num n | /IN  |           | rof<br>Num n | /IN | INST  | IEW<br>LSST<br>RUCTOR<br>NUM N/IN |       | RANKS |     |
|---|--|--------------|-----|-------|--------------|----|-------|-------------|------|-----------|--------------|-----|-------|-----------------------------------|-------|-------|-----|
| DISCIPLINE: LIBRARY AND ARCHIVAL SCIENCES STATE 1986-87: MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES |  |              |     |       |              |    |       |             |      |           |              |     |       |                                   |       |       |     |
| AVERAG<br>SALARY  | E<br>: 39254   |              | 22  | 31033 | 77           | 32 | 24823 | 135         | 38   | 23595     | 11           | 9   | 20421 | 68 19                             | 27148 | 319   | 47  |
| FAC MI<br>PCT:  | 0.12   |              |     | 0.24  |              |    | 0.42  |             |      | 0.03      |              |     | 0.21  |                                   | 1.00  |       |     |
| SALARY<br>FACTOR  | : 0.99   |              |     | 0.95  |              |    | 0.92  |             |      | 0.90      |              |     | 0.95  |                                   | 0.83  |       |     |
| ALL MAJOR FIELDS  AVERAGE   |  |              |     |       |              |    |       |             |      |           |              |     |       |                                   |       |       |     |
|   | : 39819  | 17564        | ı   | 32676 | 15205        | 1  | 27122 | 14268       | l    | 26202     | 1869         |     | 21466 | 4423                              | 32611 | 51460 | 210 |
| PCT:  | 0.34   |              |     | 0.30  |              |    | 0.28  |             |      | 0.04      |              |     | 0.09  |                                   | 1.00  |       |     |
| STATE.  | DISCIPLINE: LIBRARY AND ARCHIVAL SCIENCES STATE, 1989-90: MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES |              |     |       |              |    |       |             |      |           |              |     |       |                                   |       |       |     |
|   | : 45180  | 76           | 26  | 35832 | 99           | 37 | 29348 | 148         | 35   | 26305     | 12           | 10  | 24669 | 45 15                             | 33790 | 368   | 47  |
| PCT:<br>SALARY  | 0.21   |              |     | 0.27  |              |    | 0.40  |             |      | 0.03      |              |     | 0.12  |                                   | 1.00  |       |     |
|   | : 0.96   |              |     | 0.93  | •            |    | 0.92  |             |      | 1.01      |              |     | 1.01  |                                   | 0.88  |       |     |
| AVERAG  | E  |              |     |       |              |    |       | ALL M       | AJOR | FIELDS    |              |     |       |                                   |       |       |     |
|   | : 47023  | 18930        | )   | 38352 | 15550        | )  | 31853 | 16354       |      | 26030     | 2865         |     | 24499 | 4733                              | 38213 | 55567 | 210 |
| PCT:  | 0.34   |              |     | 0.28  |              |    | 0.29  |             |      | 0.05      |              |     | 0.09  |                                   | 1.00  |       |     |
|   | E. 1986-   | -87:         |     |       |              |    |       |             |      | ID ARCHIV |              |     |       |                                   |       |       |     |
|   | : 32624  | 13           | 10  | 26081 | 22           | 15 | 23331 | 4.0         | 22   | 29500     | 1            | 1   | 17587 | 15 9                              | 24388 | 90    | 28  |
| FAC MI<br>PCT:  | 0.14   |              |     | 0.24  |              |    | 0.44  |             |      | 0.01      |              |     | 0.17  |                                   | 1.00  |       |     |
| SALARY<br>FACTOR  | : 0.82   |              |     | 0.84  |              |    | 0.92  |             |      | 1.18      |              |     | 0.86  |                                   | 0.78  |       |     |
| AVERAG  | ie.  |              |     |       |              |    |       | ALL M       | AJOR | FIELDS    |              |     |       |                                   |       |       |     |
|   | : 40015  | 8507         | ,   | 31131 | 8438         | 3  | 25483 | 8319        | •    | 24917     | 1279         |     | 20566 | 1985                              | 31411 | 27249 | 265 |
| PCT:  | 0.31   |              |     | 0.31  |              |    | 0.31  |             |      | 0.05      |              |     | 0.07  |                                   | 1.00  |       |     |
| PRIVAT  | E. 1989  | -90:         |     |       |              |    |       |             |      | VD ARCHIV |              |     |       |                                   |       |       |     |
| AVERAG  |  |              | 10  | 32209 |              | 16 | 27864 |             | 18   | 24686     |              | 5   |       | 21 11                             | 30760 | 103   | 26  |
| FAC MI<br>PCT:  | X<br>0.13  |              |     | 0.23  |              |    | 0.44  |             |      | 0.05      |              |     | 0.20  |                                   | 1.00  |       |     |
| SALARY<br>FACTOR  | !<br>l: 0.89   |              |     | 0.87  |              |    | 0.91  |             |      | 0.83      |              |     | 1.16  |                                   | 0.82  |       |     |
|   | ALL MAJOR FIELDS   |              |     |       |              |    |       |             |      |           |              |     |       |                                   |       |       |     |
|   | : 47397  | 9026         | 5   | 36865 | 8771         | l  | 30621 | 9004        | •    | 29780     | 1476         |     | 24196 | 1808                              | 37422 | 28629 | 265 |
| FAC MI<br>PCT:  | 0.32   |              |     | 0.31  |              |    | 0.31  |             |      | 0.05      |              |     | 0.06  |                                   | 1.00  |       |     |



sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of library and archival sciences was reported in 47 of the 210 state (AASCU) institutions. The average salary of the 319 faculty was \$27,148. This average salary was approximately 17 percent (0.83%) lower than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of library and archival sciences was reported in 47 of the same 210 state (AASCU) institutions. The average salary of the 368 faculty was \$33,750. This average salary was approximately 12 percent (0.88%) lower than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in library and archival sciences after three years in the state institutions studied was 24.5 percent (\$33,790 minus \$27,148 equals \$6,642). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 10.7 percent or an average of 3.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of library and archival sciences (24.5%), therefore, the faculty in ALL MAJOR FIELDS



decreased their salaries by 7.3 percentage points (17.22 minus 24.52 equals -7.32) less than faculty in the discipline/major field of library and archival sciences. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in library and archival sciences is much lower at the professor rank than at the assistant professor rank in both the state studies: 0.12 vs. 0.42 (1986-87) and 0.21 vs. 0.40 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to library and archival sciences in both of the state studies.

Finally, the hiring rate of new assistant professors in 13 rary and archival sciences in the state studies was less than for ALL MAJOR FIELDS in 1986-87, 3.4 percent (11/319) vs. 3.6 percent (1,869/51,460), respectively, and the hiring rate of new assistant professors in library and archival sciences in the state studies was less than for ALL MAJOR FIELDS in 1989-90, 3.3 percent (12/368) vs. 5.2 percent (2,865/55,567), respectively.

# RESULTS OF THE TWO PRIVATE STUDIES, 1986-37 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of library and archival sciences was reported in 28 of the 265 private institutions. The average salary of the 90 faculty was \$24,388. This average salary was approximately 22 percent (0.78%) lower than the average salary of \$31,411 for all 27,245 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of library and archival sciences was reported in 26 of the same 265



private institutions. The average salary of the 103 faculty was \$30,760. This average salary was approximately 18 percent (0.82%) lower than the average salary of \$37,422 for all 28,629 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in library and archival sciences after three years in the private institutions studied was 26.1 percent (\$30,760 minus \$24,388 equals \$6,372). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 12.3 percent or 4.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of library and archival sciences (26.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 7.0 percent (26.1% minus 19.1% equals 7.0%) less than faculty in the discipline/major field of library and archival sciences. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period

In the discipline/major field of library and archival sciences, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.14 vs. 0.44 (1986-87), and 0.13 vs. 0.44 (1989-90), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to library and archival sciences in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in library and archival sciences in the 1986-87 private study was less



than the hiring rate in ALL MAJOR FIELDS, 1.1 percent (1/90) vs. 4.7 percent (1,279/27,249), respectively. In 1989-90 the hiring rate was less for new assistant professors in library and archival sciences compared to that for ALL MAJOR FIELDS, 4.9 percent (5/103) vs. 5.2 percent (1,476/28,629), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of library and archival sciences and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (ASSCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year—a total of four studies. A total of 880 faculty in the discipline/major field of library and archival sciences participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of library and archival sciences is currently (1989-90) some 12 and 18 percent below the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for library and archival sciences in the private institutions was 11 percent less in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) 10 percent less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in library and archival sciences, in both the state

and private institutions, received overall salary increases for three years above the cost-of-living. However, library and archival sciences faculty salary increases in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS. Library and archival sciences faculty in both the state and private institutions have some catching up to do in salary in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of library and archival sciences the assistant professor rank has a much greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a faster rate in the state institutions, compared to the private institutions. It seems a higher percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional interpretations will be effected in library and archival sciences, and in other disciplines/ major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Loles D. Solis is Business Reference Librarian at Appalachian State University, Boone, North Carolina.

#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14



#### APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

PHILOSOPHY AND RELIGION

BUSINESS ADMINISTRATION AND MANAGEMENT

PHYSICAL EDUCATION

BUSINESS AND MANAGEMENT

PHYSICAL SCIENCES

BUSINESS ECONOMICS

PHYSICS

CHEMISTRY

POLITICAL SCIENCE AND GOVERNMENT

COMMUNICATION TECHNOLOGIES

**PSYCHOLOGY** 

COMMUNICATIONS

READING EDUCATION

COMPUTER & INFORMATION SCIENCES

SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION

SOCIOLOGY

DRAMATIC ARTS

SPECIAL EDUCATION

DRAWING

SPEECH PATHOLOGY/AUDIOLOGY

**EDUCATION** 

STUDENT COUNSELING AND PERSONNEL

SERVICES

ENGINEERING

VISUAL AND PERFORMING ARTS

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

TOTAL: 36

MUSIC

NURSING



#### APPENDIX B

#### CUFA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

## Participating Institutions

Adams State College (CO) Alabama State University (AL) Albany State College (GA) Angelo State University (TX) Appalachian State University (NC) Arkansas Tech University (AR) Auburn University at Montgomery (AL) Augusta College (GA) Austin Peay State University (TN) Ball State University (IN) Remidji State University (MN) Black Hills State University (SD) Bluefield State College (WV) Bridgewater State College (MA) California State University, Bakersfield (CA) California State University, Nayward (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Hissouri State University (MO) central State University (OK) Contral Washington University (WA) Chadron State College (NE) Christopher Newport College (VA) Citadel, (The) Military College of South Carolina (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) College of Staten Island, The (NY) Columbus College (GA) Delta State University (MS) Dickinson State University (ND) East Central University (OK) East Tennessee State University (TN) ... st Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CI) Eastern Illinois University (IL) Fastern Washington University (WA) Edinboro University of Pennsylvania (PA) Fitchburg State Coilege (MA) Florida Atlantic University (FL) Fort Hays State University (RS) Francis Marion College (SC) 111 Frontburg State University (HD) George Mason University (VA)

Georgia College (GA) Georgia Southern College (GA) Glenville State College (WV) Grambling State University (IA) Grand Valley State University (HI) Harris-Stove State College (MO) Henderson State University (AR) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Jacksonville State University (AL) James Madison University (WV) Rearney State College (NE) Reene State College (NH) Rennesaw State University (GA) Kent State University (OH) Lake Superior State University (MI) Lamar University--Beaumont (TX) Lander College (SC) Levis-Clark State College (ID) Lincoln University (MO) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport (LA) Louisiana Tech University (LA) Maine Maritime Academy (ME) Mansfield University of Pennsylvania (PA) Marshall University (WV) Mary Washington College (VA) Meyville State University (ND) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Metropolitan State University (MN) Middle Tennessee State University (TN) Millersville University of Pennsylvania (RY) Mississippi University for Women (MS) Hissouri Southern State College (MO) Hissouri Western State College (MO) Montana College of Mineral Science & Technology (MT) Hontclair State College (NJ) Moorhead State University (MN)

Morehead State University (RY)



| Morgan State University (ND)  Per North Admes University (NT)  North Admes State College (MA)  North Admes Country (NT)  Northenst Louisians University (NT)  Northenst Louisians University (NT)  Northenst Initial University (NT)  Northenst Initial University (NT)  Northenst Initial University (NT)  Northens State University (NT)  Northens Arizons University (NT)  Northens Arizons University (NT)  Northens Arizons University (NT)  Northens State University (NT)  Northens Sta |  |   |
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| Rorthern Arizona University (AZ)  Rorthern Arizona University (AZ)  Rorthern Arizona University (RZ)  Rorthern Arizona University (RZ)  Rorthern Rentucky University (RZ)  University of Akron, The (UR)  University of Akron, The (UR)  University of Akron, The (UR)  Rorthern State University (RZ)  University of Akron, The (UR)  University of Colorado at Colorado Springs (CO)  University of Colorado at Colorado Springs (CO)  University of Colorado at Colorado Springs (CO)  University of Rolorado at Colorado Springs (CO)  University of Rolarado at Colorado CO)  University of Rolarado at Colorado Springs (CO)  University of Rolarado (RX)  University of Rolarado (RX)  University of Rolarado (RX)  University of Rolarado (RX)  University of Southern Colorado (CO)  University of Southern C |  | •   |
| Rorthern Arizona University (AZ) Rorthern Milinoia University (II) Rorthern Michigan University (MX)  Cakiand University (MX)  Cakiand University (MX)  Cakiand University (MX)  Cakiand University (MX)  California University (MX)  Colorado at Denner (CO)  University of Colorado at Denner (CO)  University of Colorado at Denner (CO)  University of Rolando at Denner (CO)  University of Rolando at Colorado Springs (CO)  University of Rolando at Colorado Springs (CO)  University of Rolando at Colorado at Denner (CO)  University of Maine at Fort Kent (MF)  University of Mortha at Charlet (MX)  University of Rolando at Calorado at Charlet (MX)  University of Rolando at Charlet (MX)  University of Rolando at Calorado (CO)  University of Rolando at Charlet (MX)  University of Porth Carolina at Willington (MX)  University of Rolando (CC)  University of South Carolina at Willington (MX)  University of South Carolina at Asheritic (MX)  University of South Carolina at Spartanburg  |  | • • • •   |
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| Northern State University (NI)  Oakland University (NI)  Oakland University (NI)  Oakland University (NI)  Peru State College (NE)  Pittaburg State University (KS)  Pittaburg State University (KS)  Pittaburg State University (KS)  Pittaburg State University (KS)  Pittaburg State University (NI)  Oniversity of HoustonClear Lake (TX)  University of Haryland Battenore County (MD)  Portland State University (VA)  Radford University (VA)  Radford University (VA)  Radford University (VA)  Radford University (VA)  Saginaw Valley State University (NI)  Saginaw Valley State University (NI)  Saginaw Valley State University (TX)  Sam Bouston State University (TX)  San Bouston State University (TX)  Sangeann State University (TX)  Sangeann State University (CA)  Silppenaburg University of Pennsylvania (PA)  Solthpenaburg University of Pennsylvania (PA)  Solthpenaburg University of Pennsylvania (PA)  Southeast University (CA)  Southeast University (CA)  Southeast University (NA)  Southeastern Louisiana University (NO)  Southeastern Louisiana University (NO)  Southeastern Louisiana University (NA)  Southeastern Louisiana University (AA)  Southeastern Louisiana University (AB)  Southeast Hasouri State University (MA)  Southeast Hasouri State University (MA)  Southeast Hasouri State University (MA)  Southeast Hasouri State University (MB)  Southeast Hasouri State University (MB)  Southeast Hasouri State University (MB)  Southeast Faxas Tax State University (MB)  University of Texas at Southern Indiana (TM)  University of Texas at Southern (TX)  Univ   |  |   |
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| Rhode Island College (RI)  Saginaw Valley State University (HI)  Saginaw Valley State University (HI)  Salem State College (MA)  Sam Houston State University (TX)  Sangmon State University (CA)  Shepherd College (WV)  Shippensburg University of Pennsylvania (PA)  Slippery Rock University of Pennsylvania (PA)  South Dakota School of Mines & Technology (SD)  Southeast Missouri State University (HO)  Southeastern Louisiana University (HA)  Southeastern Louisiana University (HA)  Southeastern College of Technology (GA)  Southern College of Technology (GA)  Southern Tilinois University at Edwardsville (IL)  Southern Oregon State University (MR)  Southeast State University (MR)  University of Texas at Dailas (TX)  University of Texas at Dailas (TX)  University of Texas at San Antonio (TX)  University of Texas at Tyler, The (TX)  University of Texas at Tyler, The (TX)  University of Texas at Tyler, The (TX)  University of Texas at Sun Antonio (TX)   |  | University of Montevallo (AL)                   |
| Saginaw Vailey State University (MI)  Salem State College (HA)  Salem State College (HA)  Sam Houston State University (TX)  San Diego State University (TX)  San Diego State University (TX)  San Diego State University (TL)  San Diego State University (TL)  Shippensburg University of Pennsylvania (PA)  Slippery Rock University of Pennsylvania (PA)  South Dakota School of Hines & Technology (SD)  Southeastern Louisiana University (HA)  Southeastern Hassachusetts University (HA)  Southeastern Louisiana University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State University (HN)  Southers Hissouri State University (HN)  Southers Hissouri State University (HN)  Southern State University at Edwardsville (IL)  Southern Oregon State College (OR)  Southern Oregon State University (HN)  Southwest Flate University (HN)  Southwest Texas State University (HN)  Southwest Texas State University (HN)  State University of Rew York College  at Brockport (HY)  State University of Rew York College  St. Croix  University of Texas at Tyler, The (TX)   |  | University of Nebraska at Omaha (NE)            |
| Salem State College (HA)  Sam Rouston State University (TX)  Sam Rouston State University (TX)  Sam Rouston State University (CA)  Sam Diego State University (CA)  Sampamon State University (IL)  Shepherd College (WV)  Shippensburg University of Pennsylvania (PA)  Slippery Rock University of Pennsylvania (PA)  Suith Dakota School of Hines & Technology (SD)  Southeast Missouri State University (IA)  Southeastern Louisiana University (IA)  Southeastern Louisiana University (IA)  Southern College of Technology (GA)  Southern Illinois University at Edwardsville (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State University (HO)  Southwest Hissouri State University (HO)  Southwest State University (HM)  Southern Oregon State College (OR)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (TX)  State University of Row York College  University of Texas at Tyler, The (TX)  State University of Row York College  University of Texas at Tyler, The (TX)  University of The Vergin Islands—   | Rhode Island College (RI)  | University of Nevada, Las Vegas (NV)            |
| Sam Houston State University (TX)  San Diego State University (CA)  San Diego State University (CA)  Shepherd College (WV)  Shippensburg University of Pennsylvania (PA)  Slippery Rock University of Pennsylvania (PA)  South Dakota School of Mines & Technology (SD)  Southeastern Louisians University (LA)  Southeastern Louisians University (LA)  Southern Colorado (CD)  University of Northern Iowa (IA)  Southeastern Louisians University (HO)  Southeastern Louisians University (HA)  Southern College of Technology (GA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State University (HO)  Southern State University (HO)  Southern Oregon State University (HO)  Southern Oregon State University (HO)  Southwest Hissouri State University (HO)  Southwest State University (HO)  Southwest Texas State University (HO)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University of New York College  at Brockport (NY)  State University of New York College  St. Croix  University of Northern Colorado (CD)  University of Southern House (HE)  University of Southern Indiana (IN)  University of Southern Maine (HE)  University of Southern Maine (HE)  University of Texas at Chattanooga (TN)  University of Texas at Dallas (TX)  University of Texas at San Antonio (TX)  University of Texas at Tyler, The (TX)  | Saginaw Valley State University (MI)   | University of North Carolina at Asheville (NC)  |
| San Diego State University (CA)  Sangamon State University (IL)  Shepherd College (WV)  Shippensburg University of Pennsylvania (PA)  Shippensburg University of Rorth Texas (TX)  Shippensburg University of Pittsburgh at Bradford (PA)  University of Pittsburgh at Bradford (PA)  University of South Alabama, The (AL)  Shippensburg (TA)  University of South Alabama, The (AL)  University of South Carolina at Alken (SC)  Southeastern Louisiana University (MA)  Southern College of Technology (GA)  Southern College of Technology (GA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Dregon State College (OR)  Southwest Missouri State University (MO)  Southwest Missouri State University (MO)  Southwest State University (MN)  Southwest Texas State University (MN)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University of New York College  at Brockport (NY)  State University of New York College  St. Croix  | Salem State College (HA)   | University of North Carolina at Charlotte (NC)  |
| Sangmann State University (IL)  Shepherd College (MV)  Shippensburg University of Pennsylvania (PA)  Slippery Rock University of Pennsylvania (PA)  South Dakota School of Mines & Technology (SD)  Southeast Missouri State University (HO)  Southeastern Louisiana University (IA)  Southeastern Massachusetts University (MA)  Southern College of Technology (GA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State College (OR)  Southwest Missouri State University (HO)  Southern State University of Southern Indiana (IN)  Southern University of Southern Indiana (IN)  Southern Teams State University (MO)  Southern Illinois University at Edwardsville (IL)  Southwest Missouri State University (MO)  Southwest State University (MO)  Southwest Texas State University (TX)  Southwest Texas State University (TX)  Southwestirn Oklahoma State University (OX)  St. Cloud State University of New York College  at Brockport (NY)  State University of New York College  University of Texas at Tyler, The (TX)  | Sam Houston State University (TX)  | University of North Carolina at Greensboro (NC) |
| Shepherd Coilege (WV)  Shippensburg University of Pennsylvania (PA)  Slippery Rock University of Pennsylvania (PA)  Sonoma State University (CA)  South Dakota School of Mines & Technology (SD)  Southeast Hissouri State University (HA)  Southeastern Louisiana University (HA)  Southeastern Louisiana University (HA)  Southeastern Rassachusetts University (MA)  Southern Coilege of Technology (GA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State Coilege (OR)  Southwest Missouri State University (MO)  Southwest State University (MO)  Southwest State University (MO)  Southwest Texas State University (MO)  Southwest Texas State University (TX)  Southwest Texas State University (MR)  St. Cloud State University (MR)  State University of North Texas (TX)  University of Pittsburgh at Bradford (PA)  University of South Carolina at Stante (OR)  University of South Carolina at Aiken (SC)  University of South Carolina at Spartanburg (St  University of Southern Indiana (IR)  University of Southern Maine (ME)  University of Southern Mississippi (MS)  University of Southern Mississippi (MS)  University of Texas at Dailas (TX)  University of Texas at Dailas (TX)  University of Texas at Tyler, The (TX)  State University of New York Coilege  at Brockport (NY)  State University of New York Coilege  University of Texas at Tyler, The (TX)  University of Texas at Tyler, The (TX)  | San Diego State University (CA)  | University of North Carolina at Wilmington (NC) |
| Shepherd College (WV) Shippensburg University of Pennsylvania (PA) Slippery Rock University of Pennsylvania (PA) Soluth Dakota School of Mines & Technology (SD) Southeast Missouri State University (HO) Southeastern Louisiana University (LA) Southeastern Louisiana University (HA) Southeastern Rassachusetts University (MA) Southern College of Technology (GA) Southern Illinois University at Carbondale (IL) Southern Illinois University at Edwardsville (IL) Southern Oregon State College (OR) Southwest Missouri State University (MO) Southwest Texas State University (OK) St. Cloud State University (MN) State University of Rew York College St. Croix  University of Northern Iowa (IA) University of Pittsburgh at Bradford (PA) University of Science and Arts of Oklahoma (OK; South Alabama, The (AL) University of South Carolina at Aiken (SC) South Alabama, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Aiken (SC) University of Southern Colorado (CO) Southern Illinois University at Edwardsville (IL) University of Southern Indiana (IN) University of Southern Haine (ME) University of Southern Haine (ME) University of Temnessee at Chattaneoga (IN) University of Temnessee at Chattaneoga (IN) University of Texas at Dalias (IX) University of Texas at Dalias (IX) University of Texas at Tyler, The (IX) At Brockport (NY)   | Sangamon State University (1L)   | University of Northern Colorado (CO)            |
| Slippery Rock University of Pennsylvania (PA)  Sonoma State University (CA)  South Dakota School of Mines & Technology (SD)  Southeast Missouri State University (MO)  Southeast Missouri State University (MO)  Southeastern Louisiana University (IA)  Southeastern Nassachusetts University (MA)  Southern College of Technology (CA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State College (OR)  Southwest Missouri State University (MO)  Southwest Missouri State University (MO)  Southwest State University (MN)  Southwest Texas State University (MN)  Southwestern Oklahoma State University (OK)  State University of New York College  University of Texas at Dalias (TX)  University of Texas at Tyler, The (TX)  | Shepherd College (WV)  | •   |
| Slippery Rock University of Pennsylvania (PA)  Sonoma State University (CA)  South Dakota School of Mines & Technology (SD)  Southeast Missouri State University (MO)  Southeast Missouri State University (MO)  Southeastern Louisiana University (IA)  Southeastern Nassachusetts University (MA)  Southern College of Technology (CA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State College (OR)  Southwest Missouri State University (MO)  Southwest Missouri State University (MO)  Southwest Texas State University (MN)  Southwestern Oklahoma State University (OK)  State University of New York College  University of Texas at Dalias (TX)  University of Texas at Tyler, The (TX)  State University of New York College  State University of New York College  University of Texas at Tyler, The (TX)   | Shippensburg University of Pennsylvania (PA)   | University of North Texas (TX)                  |
| Sonoma State University (CA)  South Dakota School of Mines & Technology (SD)  Southeast Missouri State University (MO)  Southeastern Louisiana University (LA)  Southeastern Louisiana University (LA)  Southeastern Massachusetts University (MA)  Southeastern Massachusetts University (MA)  Southern College of Technology (GA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State College (OR)  Southwest Missouri State University (MO)  Southwest Missouri State University (MN)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University (MN)  State University of New York College  At Brockport (NY)  State University of New York College  St. Croix   |  | •         |
| South Dakota School of Mines & Technology (SD)  Southeast Missouri State University (MO)  Southeastern Louisiana University (LA)  Southeastern Louisiana University (LA)  Southeastern Massachusetts University (MA)  Southeastern Massachusetts University (MA)  Southern College of Technology (GA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State College (GR)  Southwest Missouri State University (MO)  Southwest State University (MN)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University (MR)  State University of Rew York College  at Brockport (NY)  State University of Rew York College  St. Croix  University of Southern Arts of Oklahoma (DK)  South Alabama, The (AL)  University of South Carolina at Aiken (SC)  South Carolina at Aiken (SC)  Southern training at Aiken (SC)  University of Southern Colorado (CO)  Southern Colorado (CO)  Southern Illinois University of Southern Indiana (IN)  University of Southern Mississippi (MS)  University of Southern Mississippi (MS)  University of Southern Mississippi (MS)  University of Texas at Chattanoga (TN)  University of Texas at Dallas (TX)  University of Texas at Tyler, The (TX)  | Sonoma State University (CA)   |   |
| Southeast Missouri State University (MO)  Southeastern Louisiana University (IA)  Southeastern Massachusetts University (MA)  Southeastern Massachusetts University (MA)  Southern College of Technology (GA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State College (OR)  Southwest Missouri State University (MO)  Southwest State University (MO)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OR)  St. Cloud State University (MN)  State University of New York College  At Brockport (NY)  State University of New York College  St. Croix  University of South Carolina at Aiken (SC)  University of South Carolina at Spartamburg (SI  University of Southern Indiana (IN)  University of Southern Indiana (IN)  University of Southern Haise (ME)  University of Southern Indiana (IN)  University of Southern Colorado (CD)  University of Southern Indiana (IN)  University of Southern Louisland (IN)  University of Southern Indiana (IN)  University o | South Dakota School of Hines & Technology (SD)   |   |
| Southeastern Louisiana University (LA)  Southeastern Hassachusetts University (MA)  Southeastern Hassachusetts University (MA)  Southern College of Technology (GA)  Southern College of Technology (GA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State College (GR)  Southern Oregon State College (GR)  Southwest Missouri State University (MO)  Southwest State University (HO)  Southwest State University (HR)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University (MN)  State University of New York College  At Brockport (NY)  State University of New York College  St. Croix  | the state of the s |   |
| Southern College of Technology (GA)  Southern College of Technology (GA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State College (OR)  Southwest Missouri State University (MO)  Southwest State University (MN)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University (MN)  State University of New York College  University of Texas at Tyler, The (TX)   | *  | •   |
| Southern College of Technology (GA)  Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State College (OR)  Southern Oregon State University (MO)  Southwest Missouri State University (MN)  Southwest State University (HN)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University (MN)  State University of New York College  at Brockport (NY)  State University of New York College  St. Croix  University of Southern Colorado (CO)  University of Southern Indiana (IN)  University of Southern Mississippi (MS)  University of Southern Mississippi (MS)  University of Texas at Chattanooga (TN)  University of Texas at Ballas (TX)  University of Texas at San Antonio (TX)  University of Texas at Tyler, The (TX)  |  | •   |
| Southern Illinois University at Carbondale (IL)  Southern Illinois University at Edwardsville (IL)  Southern Oregon State College (OR)  Southwest Missouri State University (MO)  Southwest State University (MN)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University (MN)  State University of New York College  at Brockport (NY)  State University of New York College  St. Croix  University of Southern Haine (ME)  University of Texas at Chattanooga (IN)  University of Texas at Dallas (TX)  University of Texas at San Antonio (TX)  University of Texas at Tyler, The (TX)  State University of New York College  St. Croix   | the contract of the contract o |   |
| Southern Illinois University at Edwardsville (IL)  Southern Oregon State College (OR)  Southern Oregon State College (OR)  Southwest Missouri State University (MO)  Southwest State University (HN)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OR)  St. Cloud State University (MN)  State University of New York College  at Brockport (NY)  State University of New York College  State University of New York College  State University of New York College  St. Croix  University of Southern Maine (ME)  University of Southern Mississippi (MS)  University of Texase at Chattanooga (TN)  University of Texase at Dallas (TX)  University of Texas at Dallas (TX)  University of Texas at Tyler, The (TX)  State University of New York College  St. Croix  | The state of the s | · · ·   |
| Southern Oregon State College (OR)  Southwest Missouri State University (MO)  Southwest State University (MN)  Southwest State University (MN)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University (MN)  State University of New York College  at Brockport (NY)  State University of New York College  St. Croix  | · · · · · · · · · · · · · · · · · · ·  | •         |
| Southwest Missouri State University (MO)  Southwest State University (HN)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University (MR)  State University of New York College  at Brockport (NY)  State University of New York College  State University of Mew York College  State University of Mew York College  St. Croix  University of Southwestern Louisiana (LA)  University of Texas at Chattanooga (TN)  University of Texas at Dallas (TX)  University of Texas at San Antonio (TX)  University of Texas at Tyler, The (TX)  |  |   |
| Southwest State University (MN)  Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University (MN)  State University of New York College  at Brockport (NY)  State University of New York College  University of Texas at Dallas (TX)  University of Texas at San Antonio (TX)  University of Texas at Tyler, The (TX)  University of the Virgin Islands—  State University of New York College  St. Croix   |  |   |
| Southwest Texas State University (TX)  Southwestern Oklahoma State University (OK)  St. Cloud State University (MN)  State University of New York College  at Brockport (NY)  State University of New York College  State University of New York College  State University of New York College  St. Croix  |  | -   |
| Southwestern Oklahoma State University (OK)  St. Cloud State University (MN)  State University of New York College  at Brockport (NY)  State University of New York College  State University of New York College  State University of New York College  St. Croix   |  |   |
| St. Cloud State University (MN)  State University of New York College  at Brockport (NY)  State University of New York College  State University of New York College  St. Croix  |  |   |
| State University of New York College  at Brockport (NY)  State University of Hew York College  State University of Hew York College  St. Croix   | - · · · · · · · · · · · · · · · · · · ·  | · · · · · · · · · · · · · · · · · · ·           |
| at Brockport (NY)  State University of New York College  St. Croix   | · · · · · · · · · · · · · · · · · · ·  |   |
| State University of New York College St. Croix   |  |   |
|  |  |   |
| REPRESENTATOR LATE   | <u> </u>   |   |
| Shake that are also with a second sec | • •  | University of the Virgin Islands                |
| State University of New York College St. Thomas  | ——————————————————————————————————————   |   |
| University of WisconsinEau Claire (WI)   | at Fredoria (NI)   |   |
| State University of New York College University of WisconsinGreen Bay (WI)   | at Old Westbury (NY)   | University of WisconsinGreen Bay (WI)           |



University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (WI) University of Wisconsin--Plattville (WI) Valdosta State College (GA) Valley City State University (ND) Washburn University of Topeka (KS) Wayne State College (NE) Weber State College (UT) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) Work Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CI) Western Illinois University (IL) Western Kentucky University (KY) Western Hichigan University (HI) " Western Oregon State College (OR) Western State College of Colorado (CO) Wichita State University, (RS) William Paterson College (NJ) Winston-Sales State University (NC)

#### TOTAL: 210



#### APPENDIX C

# CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Central College (IA) Abilene Christian University (TX) Central Methodist College (MO) Albertus Magnus College (CI) Central Wesleyan Coilege (SC) Albion College (MI) Chapman College (PA) Alfred University (NY) Christian Brothers College (IN) Allegheny College (PA) Clark University (MA) Allentown College of St. Francis de Sales (PA) Cogswell Polytechnical University (CA) Alma College (NI) American University, The (DC) Coker College (SC) Amherst College (MA) College of Mount Saint Vincent (NY) College of Mount St. Joseph (OII) Anna Maria College (MA) Aquinas College (HI) College of Saint Mary (NE) College of St. Scholastica (MN) Arkansas College (AR) College of St. Thomas (MN) Asbury College (KY) College of the Holy Cross (MA) Ashland University (OH) College of Wooster, The (OII) Augustana College (IL) Concordia College (MN) Aurora University (IL) Aviia College (MO) Concordia College (NY) Concordia Teachers College (NE) Azusa Pacific University (CA) Cornell College (IA) Babson College (MA) Raidwin-Wallace College (OH) Covenant College (GA) Bard College (NY) D'Youville College (NY) Daniel Webster College (NII) Rarry University (FL) Beaver College (PA) David Lipscomb College (TN) Bellarmine College (RY) Defiance College, The (OH) Bellevus College (NE) Depaul University (IL) Benedictine College (RS) Dickinson College (PA) Betinme-Cookman College (FL) Donne College (NE) Birmingham-Southern College (AL) Dominican College of Blauvelt (NY) Boston University (MA) Dordt Callege, Inc. (IA) Bradley University (II.) Drake University (IA) Briar Cliff College (AL) Drew University (NJ) Bridgevater College (VA) Drury College (MO) Brigham Young University (UI) Eastern Menmonite College and Bryant College (RI) Seminary (VA) Bryn Mawr College (PA) Eckerd College (FL) Bucknell University (PA) Elmhurst College (IL) Butler University (IN) Elmira College (NY) Cabrini College (FA) Pubry-Riddle Aeronautical University (FL) Canisius College (NY) Emerson College (HA) Capital University (ON) Emory & Henry College (VA) Carroll College (MI) Eureka College (IL) Carroll College (WI) Fairfield University (CT) Catawba College (NC) Ferrum College (VA) Catholic Theological Union (IL) Fontbonne College (MO) Catholic University of America, The (DC) Franklin and Marshall College (PA) Cedar Crest (PA) Furman University (SC) Cedarville College (OH) George Fox College (OR)



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George Washington University. The (DC) Georgetown University (DC) Georgian Court College (PA) CMI Engineering & Management Institute (MI) Gonzaga University (WA) Gordon-Conwell Theological Seminary (MA) Grace College & Theological Seminary (IN) Guilford College (NC) Hamline University (MN) Hampton University (VA) Hawaii Pacific College (HI) Heidelberg College (OH) Hiram College (OH) Holy Names College (CA) Hood College (MD) Huston-Tillotson College (TX) Iona College (NY) Ithaca College (NY) John Carroll University (OH) Johns Hopkins University, The (MD) Juniata College (PA) Kalamazoo College (MI) Kenyon College (OH) King's College (PA) La Roche College (PA) Le Tourneau College (TX) Lebanon Valley College (PA) Lewis & Clark College (OR) Lincoln Memorial University (TN) Linfield College (OR) Loras College (IA) Louisiana College (LA) Loyola College in Maryland (MD) Luther College (IA) Lutheran Theological Seminary at Gettysburg (PA) Lycoming College (PA) Lynchburg College (VA) Madonna College (MI) Malone College (OH) Manhattan Christian College (KS) Manhattanville College (NY) Marietta College (OH) Marist College (NY) Mars Hill College (NC) Mary Baldwin College (VA) Marymount College (NY) Marywood College (PA) Memphis Theological Seminary (TN) Mercer University (GA) Mercy College (NY) Mercy College of Detroit (MI)

Meredith College (NC) Merrimack College (MA) Milliken University (IL) Missouri Baptist College (MO) Monmouth College (NJ) Horavian College (PA) Morris Brown College (GA) Mount Mercy College (IA) Mount Saint Mary's College (MD) Mount St. Clare College (IA) Mount Union College (OH) Mount Vernon College (DC) Muskingum College (OH) Nazarene Theological Seminary (MO) Neumann College (PA) North Central College (IL) Northeastern University (MA) Northland College (WI) Northwestern College (IA) Northwestern College (MN) Norwich University (VT) Notre Dame College (NH) Notre Dame College (OH) Notre Dame Seminary (LA) Ohio Northern University (OH) Ottawa University (KS) Otterbein College (OH) Our Lady of the Holy Cross College (LA) Our Lady of the Lake University (TX) Paine College (GA) Palm Beach Atlantic College (FL) Fark College (MO) Parks College of St. Louis University (IL) Pepperdine University (CA) Piedmont College (GA) Pikeville College (KY) Polytechnic University (NY) Presbyterian College (SC) Principia College (IL) Quincy College (IL) Randolph-Macon Woman's College (VA) Reed College (OR) Reformed Bible College (MI) Regis College (MA) Rensselaer Polytechnic Institute (NY) Rhode Island School of Design (RI) Rider College (NJ) Roanoke College (VA) Rockford College (IL) Rockhurst College (MO) Rocky Mountain College (MT)



Rose-Hulman Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CT) Saint John's University (MN) Saint Joseph College (CT) Saint Joseph's College (IN) Saint Mary's College (MI) Saint Mary's College (MN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Hichael's College (VT) Salem College (NC) School of the Ozarks, The (MO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siena College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spaiding University (KY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (KY) Tri-State University (IN) Trinity College (DC) Trinity College of Vermont (VI) Trinity University (TX) United Theological Seminary of the Twin Cities (MN) University of Charleston, The (SC) University of Dayton (OH) University of Detroit (HI) University of Dubuque Theological Seminary (IA) University of Findlay, The (OII) University of Hartford (CT)

University of La Verne (CA) University of Minmi (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (OH) University of San Diego (CA) University of the South (TN) University of Tulsa (OK) Valparaiso University (IN) Viterbo College (WI) Walsh College (OH) Washington and Jefferson College (PA) Washington Bible College (MD) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Maryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

**TOTAL: 265** 



# SALARY-TREND STUDY OF FACULTY IN LIFE SCIENCES

# FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including life sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of life sciences in the CIP is as follows:

A summary of groups of instructional programs that describe the systematic study of living organisms.\*

[\*Gerald S. Malitz, A <u>Classification of Instructional Programs</u> (Washington DC.: National Center for Education Statistics, [1985], p. 118.-26.)]

This article presents a summary of the overall average salary increases in the discipline/major field of life sciences from the "baseline year" of 1985-86 to and including the "trend year" of 1989-90 for both state and private insti-



tutions. Of the 265 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 475 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in

both the baseline year and the trend year.

In addition to listing the average salaries in the life sciences for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1986-87 and 1989-90) using the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in the CPI, a more precise representation of the "real" salary increases over the period of time studied.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.



The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of the life sciences in the 1986-87 state study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of .97 for assistant professors in the discipline/major field of life sciences in the 1986-87 state study means that their salaries are 3 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of life sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



|                   | PROF<br>SALARY NUM N/IN SALA   |                |              |     | AS:<br>PR:<br>LARY : | OF        | ASST ASST PROF PROF SALARY NUM N/IN SALARY NUM N/IN |                       |                        |              |    | instru<br>Salary n | CTOR<br>UM N/ | 'IN | ALL RANKS<br>SALARY NUM N/IN |           |  |
|-------------------|--|----------------|--------------|-----|----------------------|-----------|---|-----------------------|------------------------|--------------|----|--------------------|---------------|-----|------------------------------|-----------|--|
| STATE             | . 19   | 86 <u>-87:</u> |              |     |                      |           | DISCI<br>MAJOR                                      | PLINE: LI<br>FIELD: L | fe scienc<br>ife scien | es<br>Ces    |    |                    |               |     |                              |           |  |
| AVERA             | GE   |                | -<br>.183 18 | 81  | 31693                | 714 163   | 26178   | 477 148               | 24905                  | 71           | 56 | 19924              | 95            | 51  | 33656 2                      | 469 189   |  |
| FAC M<br>PCT:     | 1  | 0.48           |              |     | 0.29                 |           | 0.19  |                       | 0.03                   |              |    | 0.04               |               |     | 1.00                         |           |  |
| SALAR<br>FACTO    |  | 0.98           |              |     | 0.97                 |           | 0.97  |                       | 0.95                   |              |    | 0.93               |               |     | 1.03                         |           |  |
|                   | ALL MAJOR FIELDS   |                |              |     |                      |           |   |                       |                        |              |    |                    |               |     |                              |           |  |
|                   | ₹Y: 3  | 9819           | L7564        |     | 32676                | 15205     | 27122   | 142 <b>68</b>         | 26202                  | 1869         |    | 21466              | 4423          |     | 32611                        | 51460 210 |  |
| FAC M             |  | 0.34           |              |     | 0.30                 |           | 0.28  |                       | 0.04                   |              |    | 0.09               |               |     | 1.00                         |           |  |
| STATE             | E <u>. 19</u>  | 89 <u>-90</u>  | <u>.</u>     |     |                      |           | DISCI<br>MAJOR                                      | PLINE: L.<br>FIELD: L | IFE SCIEN              | ces<br>Ices  |    |                    |               |     |                              |           |  |
| AVERA             | AGE<br>RY: 4   | 5640           | -<br>1288 1  | 96  | 36962                | 676 181   | 30388   | 552 160               | 2905 <b>9</b>          | 111          | 74 | 22808              | 83            | 52  | 39414                        | 2599 200  |  |
| FAC PCT:          | XIM  | 0.50           |              |     | 0.26                 |           | 0.21  |                       | 0.04                   |              |    | 0.03               |               |     | 1.00                         |           |  |
| Salai<br>Facin    |  | 0.97           |              |     | 0.96                 |           | 0.95  |                       | 1.12                   |              |    | 0.93               |               |     | 1.03                         |           |  |
|                   |  |                |              |     |                      |           |   | ALL MAJO              | R FIELDS               |              |    |                    |               |     |                              |           |  |
| AVER<br>SALA      |  | 47023          | 18930        |     | 38352                | 15550     | 31853   | 16354                 | 26030                  | 2865         |    | 24499              | 4733          | 3   | 38213                        | 55567 210 |  |
| FAC  <br>PCT:     |  | 0.34           |              |     | 0.28                 |           | 0.29  |                       | 0.05                   |              |    | 0.09               |               |     | 1.00                         |           |  |
| PRIV              | ATE.   | 1986-          | ·87:         | _   | _                    |           | DISC<br>MAJO  | IPLINE: L<br>R FIELD: | IFE SCIEN              | ICES<br>NCES |    |                    |               |     |                              |           |  |
|                   | RY:  | 39743          | 526          | 174 | 30835                | 441 174   | 25251   | 300 151               | 24774                  | 42           | 33 | 17852              | 38            | 26  | 32763                        | 1305 229  |  |
| FAC<br>PCI:       | 3  | 0.40           |              |     | 0.34                 | •         | 0.23  |                       | 0.03                   |              |    | 0.03               |               |     | 1.00                         |           |  |
| Sala<br>Faci      |  | 0.99           |              |     | 0.99                 | •         | 0.99  | i                     | 0.99                   |              |    | 0.87               |               |     | 1.04                         |           |  |
|                   |  |                |              |     |                      |           |   | ALL MAJO              | R FIELDS               |              |    |                    |               |     |                              |           |  |
|                   | ARY:   | 40015          | 8507         | ,   | 3131                 | L 8438    | 25483   | 8319                  | 24917                  | 1279         | )  | 20566              | 198           | 5   |                              | 27249 265 |  |
| PCT:              | :<br>MIX   | 0.31           |              |     | 0.3                  | ı         | 0.31  | L                     | 0.05                   |              |    | 0.07               |               |     | 1.00                         |           |  |
|                   | PRIVATE, 1989-90:  DISCIPLINE: LIFE SCIENCES  MAJOR FIELD: LIFE SCIENCES |                |              |     |                      |           |   |                       |                        |              |    |                    |               |     |                              |           |  |
| AVE               | RAGE   |                |              | 102 | 3480                 | 1 430 188 |   | 5 292 15              |                        |              | 41 | 21895              | 39            | 29  | 37182                        | 1288 243  |  |
| FAC               | MIX  |                | 527          | 173 | 0.3                  |           | 0.2   |                       | 0.04                   |              |    | 0.03               |               |     | 1.00                         | †         |  |
| PCT<br>SAL<br>FAC | ARY  |                |              |     | 0.9                  |           | 0.9   |                       | 0.90                   |              |    | 0.90               |               |     | 0.99                         | ı         |  |
| FAM               | FACTOR: 0.94 0.95 0.90 0.95  ALL MAJOR FIELDS                            |                |              |     |                      |           |   |                       |                        |              |    |                    |               |     |                              |           |  |
|                   | RAGE   | 67201          | 902          | 6   | 3686                 | 5 8771    | 3062  | 1 9004                |                        | 1476         |    | 24196              | 180           | 08  | 37422                        | 28609 265 |  |
|                   | MIX  |                |              | ~   | 0.3                  |           | 0.3   |                       | 0.05                   | i            |    | 0.06               | 1             |     | 1.00                         | )         |  |
|                   | -  |                |              |     |                      |           |   |                       |                        |              |    |                    |               |     |                              |           |  |

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# RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 189 of the 210 state (AASCU) institutions. The average salary of the 2,469 faculty was \$33,656. This average salary was approximately 3 percent (1.03%) higher than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of life sciences was reported in 200 of the same 210 state (AASCU) institutions. The average salary of the 2,599 faculty was \$39,414. This average salary was approximately 3 percent (1.032) higher than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in the life sciences after three years in the state institutions studied was 17.1 percent (\$39,414 minus \$33,650 equals \$5,758). The CPI reported an increse in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.3 percent or an average of 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of 1!fe sciences (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.1 percent (17.1% minus 17.2% equals 0.1%) more than faculty in the discipline/major field of life sciences. In "real" or inflation-adjusted terms faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

Since the discipline/major field of life sciences is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the state studies;



0.48 vs. 0.19 (1986-87), and 0.50 vs. 0.21 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL ! \JOR FIELDS for both state studies is as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to the life sciences in both state studies.

Finally, the hiring rate of new assistant professors in the life sciences is low in the state studies: 2.9 percent (71/2,469) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in the life sciences in 1989-90 was 4.3 percent (111/2,599) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of life sciences is lower than for ALL MAJOR FIELDS in both the state studies.

# RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 229 of the 265 private institutions. The average salary of the 1,305 faculty was \$32,763. This average salary was 4 percent higher (1.04%) than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of life sciences was reported in 243 of the same 265 private institutions. The average salary of the 1,288 faculty was \$37,182. This average salary was approximately 1 percent lower (0.99%) than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.





The increase in average salaries for all faculty in the life sciences after three years in the private institutions studied was 13.8 percent (\$37,182 minus \$32,673 equals \$4,509). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. Therefore, the average faculty salaries increase over the three-year time period was exactly the same as the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of life sciences (13.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.3 percent (19.1% minus 13.8% equals 5.3%) more than faculty in the discipline/major field of life sciences. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

Because the discipline/major field of life sciences is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.40 vs. 0.23 (1986-87), and 0.41 vs. 0.23 (1989-90), respectively. This difference is less for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), and 0.32 vs. 0.31, (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than the life sciences in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in the life sciences in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1986-87, 3.2 percent (42/1,305) vs. 4.7 percent (1,279/27,249), respectively; and in 1989-90, 4.0 percent (51/1,288) vs. 5.2 percent (1,476/28,605), respectively.



# CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of life sciences and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 and the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,661 faculty in the discipline/major field of life sciences participated and were included in the overall total of 162,885 faculty in all 36 disciplines/ major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of life sciences is currently (1989-90) some 3 percentage points above the overall faculty salary factor of ALL MAJOR FIELDS in the state study but is 1 percentage point below in the private study. The average faculty salary for life sciences in the state institutions was approximately 3 percentage points more in comparison to that in the private institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) nearly 6 percentage points less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in the life sciences, in both the state and private institutions, received overall salary increases for three years at or above the cost-of-living. Life sciences faculty salaries in the private institutions were ahead in 1986-87 but lagged behind faculty in ALL MAJOR FIELDS in 1989-90 whereas life sciences faculty salaries in the state institutions exceeded the



faculty in ALL MAJOR FIELDS during both study years, 1986-87 and 1989-90. Life sciences faculty in the private institutions have some catching up to do in salary in comparison with their colleagues in the state institutions as of 1989-90.

Third, since the discipline/major field of life sciences is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in the state and private institutions. It appears that the full professor rank is increasing at about the same rate in both the state and private institutions. It seems that new assistant professors are being hired at about the same rate both in the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional analysis of salary-trends will be effected in the life sciences, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Roy Jores is an assistant professor in the Extension Division of Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

#### APPENDICES:



A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF STATE Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

#### APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING PHILOSOPHY AND RELIGION

BUSINESS ADMINISTRATION AND MANAGEMENT PHYSICAL EDUCATION

BUSINESS AND MANAGEMENT PHYSICAL SCIENCES

BUSINESS ECONOMICS PHYSICS

CHEMISTRY POLITICAL SCIENCE AND GOVERNMENT

COMMUNICATION TECHNOLOGIES PSYCHOLOGY

COMMUNICATIONS READING EDUCATION

COMPUTER & INFORMATION SCIENCES SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION SOCIOLOGY

DRAMATIC ARTS SPECIAL EDUCATION

DRAWING SPEECH PATHOLOGY/AUDIOLOGY

EDUCATION STUDENT COUNSELING AND PERSONNEL

SERVICES

VISUAL AND PERFORMING ARTS FOREIGN LANGUAGES

GEOLOGY

ENGINEERING

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES TOTAL: 36

1 .

MUSIC

NURSING



#### APPENDIX B

# CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Adams State College (CO) Alabama State University (AL) Albany State College (GA) Angelo State University (TX) Appalachian State University (NC) Arkansas Tech University (AR) Auburn University at Montgomery (AL) Augusta College (GA) Austin Peay State University (TN) Ball State University (IN) Bemidji State University (NN) Black Hills State University (SD) Bluefield State College (WV) Bridgewater State College (MA) California State University, Bakersfield (CA) California State University, Hayward (CA) California University of Pennsylvania (PA) Castleton State College (VI) Central Connecticut State University (CT) Central Missouri State University (MD) Central State University (OK) Central Washington University (WA) Chadron State College (NE) Christopher Newport College (VA) Citadel, (The) Military College of South Carolina (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) College of Staten Island, The (NY) Columbus College (GA) Delta State University (MS) Dickinson State University (ND) East Central University (OR) East Tennessee State University (TN) East Texas State University (TR) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Rastern Washington University (WA) Edinboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida Atlantic University (FL) Fort Hays State University (RS) Francis Marion College (SC) 7 F F F Frostburg State University (MD) George Mason University (VA)

Georgia College (GA) Georgia Southern College (GA) Gienville State College (WV) Grambling State University (LA) Grand Valley State University (HI) Harris-Stove State College (MO) Henderson State University (AR) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Jacksonville State University (AL) James Hadison University (WY) Kearney State College (NE) Reene State College (NH) Rennesav State University (GA) Rent State University (OH) Lake Superior State University (MI) Lamar University--Beaumont (TX) Lander College (SC) Lewis-Clark State College (ID) Lincoln University (MO) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport (LA) Louisians Tech University (LA) Haine Maritime Academy (ME) Hansfield University of Pennsylvania (PA) Marshall University (WV) Hary Washington College (VA) Mayville State University (ND) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Metropolitan State University (MN) Middle Tennessee State University (TN) Millersville University of Pennsylvania (RY) Mississippi University for Women (MS) Missouri Southern State College (MO) Hissouri Western State College (HO) Hontana College of Hineral Science & Technology (MI) Montclair State College (NJ) Hoorhead State University (HN)

Horehead State University (KY)



Morgan State University (MD) Murray State University (RY) New Mexico Highlands University (NH) North Adams State College (MA) North Carolina Central University (NC) Northeast Louisians University (LA) Northeast Hissouri State University (MD) Mortheastern 111inois University (IL) Northeastern State University (OK) Northern Arizona University (AZ) Northern Illinois University (IL) Northern Rentucky University (RY) Northern Michigan University (MI) Morthern State University (SD) Oakland University (MI) Old Dominion University (VA) Peru State College (NE) Pittsburg State University (KS)'" Plymouth State College (NH) Portland State University (OR) Radford University (VA) Rhode Island College (RI) Saginav Valley State University (HI) Salem State College (MA) Sam Mouston State University (TX) San Diego State University (CA) Sangamon State University (IL) Shepherd College (WV) Shippensburg University of Pennsylvania (PA) Slippery Rock University of Pennsylvania (PA) Sonoma State University (CA) South Dakota School of Mines & Technology (SD) Southeast Missouri State University (MD) Southeastern Louisiana University (LA) Southeastern Massachusetts University (MA) Southern Coilege of Technology (GA) Southern Illinois University at Carbondale (IL) Southern Illinois University at Edwardsville (IL) Southern Oregon State College (OR) Southwest Missouri State University (MO) Southwest State University (MN) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) St. Cloud State University (MN) State University of New York College At Brockport (NY) State University of New York College at Buffalo (NY) State University of New York College at fredonia (NY) State University of New York College at Old Westbury (NY)

State University of New York College at Potsdam (NY) Stephen P. Austin University (IX) Sul Ross State University (TX) Tennessee Technological University (TN) Texas A&I University (TX) Texas ASM University at Galveston (TX) Texas Woman's University (TX) Towson State University (HD) Troy State University (AL) University of Akron, The (OH) University of Arkansas at Little Rock (AR) University of Arkansas at Honticello (AR) University of Central Arkansas (AR) University of Colorado at Colorado Springs (CO) University of Colorado at Denver (CO) University of Houston--Clear Lake (TX) University of Maine at Fort Rent (ME) University of Maryland Baltimore County (MD) University of Montevallo (AL) University of Nebraska at Omaha (NE) University of Nevada, Las Vegas (NV) University of North Carolina at Asheville (NC) University of North Carolina at Charlotta (NC) University of North Carolina at Greensboro (NC; University of North Carolina at Wilmington (MC, University of Northern Colorado (CO) University of Northern Iowa (IA) University of North Texas (IX) University of Pittsburgh at Bradford (PA) University of Pittsburgh at Johnstown (PA) University of Science and Arts of Oklahoma (OK) University of South Alabama, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Spartanburg (St University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Maine (ME) University of Southern Hississippi (MS) University of Southwestern Louisiana (LA) University of Tennessee at Chattanooga (TN) University of Tennessee at Hartin (TN) University of Texas at Dallas (TX) University of Texas at San Antonio (TX) University of Texas at Tyler, The (TX) University of the Virgin Islands--St. Croix University of the Virgin Islands--St. Thomas University of Wisconsin--Eau Claire (WI)

University of Wisconsin--Green Bay (WI)

7 July 11



University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (W1) University of Wisconsin--Plattville (WI) Valdosta State College (GA) Valley City State University (ND) Washburn University of Topeka (KS) Wayne State College (NE) Weber State College (UT) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) West Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CI) Western Illinois University (IL) Western Kentucky University (KY) Western Michigan University (MI)"" Western Oregon State College (OR) Western State College of Colorado (♥) Wichita State University, (RS) William Paterson College (NJ) Winston-Sales State University (NC)

TOTAL: 210

# APPENDIX C

# CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

# Participating Institutions

| Abilene Christian University (TX)                         | Central College (IA)                      |
|---|---|
| Albertus Magnus College (CT)                              | Central Hethodist College (HO)            |
| Albion College (MI)                                       | Central Wesleyan College (SC)             |
| Alfred University (NY)                                    | Chapman College (PA)                      |
| Allegheny College (PA)                                    | Christian Brothers College (TN)           |
| Allentown College of St. Francis de Sales (PA)            | Clark University (MA)                     |
| Aima College (MI)   | Cogswell Polytechnical University (CA)    |
| American University, The (DC)                             | Coker College (SC)                        |
| Asherst College (MA)                                      | College of Houmt Saint Vincent (NY)       |
| Amma Maria College (MA)                                   | College of Hount St. Joseph (OH)          |
| Aquinas College (MI)                                      | College of Saint Mary (NE)                |
| Arkansas College (AR)                                     | College of St. Scholastica (MN)           |
| Asbury College (RY)                                       | College of St. Thomas (MN)                |
| Ashland University (OH)                                   | College of the Holy Cross (MA)            |
| Augustana College (IL)                                    | College of Wooster, The (OH)              |
| Aurora University (IL)                                    | Concordia College (MN)                    |
| Avila College (MD)  | Concordia College (NY)                    |
| Azusa Pacific University (CA)                             | Concordia Teachers College (NE)           |
| Babson College (HA)                                       | Cornell College (IA)                      |
| Baldwin-Wallace College (OH)                              | Covenant College (GA)                     |
| Bard College (NY)   | D'Youville College (NY)                   |
| Barry University (FL)                                     | Daniel Webster College (NN)               |
| Beaver College (PA)                                       | David Lipscomb College (TN)               |
| Bellsruine College (KT)                                   | Defiance College, The (OH)                |
| Bellevue College (NE)                                     | Depaul University (IL)                    |
| Benedictine College (KS)                                  | Dickinson College (PA)                    |
| Bethune-Cookman College (FL)                              | Doane College (NE)                        |
| Birmingham-Southern College (AL)                          | Dominican College of Blauvelt (NY)        |
| Boston University (NA)                                    | Dordt College, Inc. (IA)                  |
| Bradley University (IL)                                   | Drake University (IA)                     |
| Briar Cliff College (AL)                                  | Drew University (NJ)                      |
| Bridgewater College (VA)                                  | Drury College (MO)                        |
| Brighem Toung University (UI)                             | Eastern Mennonite College and             |
| Bryant College (RI)                                       | Seminary (VA)                             |
| Bryn Hawr College (PA)                                    | Eckerd College (FL)                       |
| Bucknell University (PA)                                  | Elmhurst College (1L)                     |
| Butler University (IN)                                    | Elmira College (NY)                       |
| Cabrini College (PA)                                      | Embry-Riddle Aeronautical University (FL) |
| Canisius College (NY)                                     | Emerson College (HA)                      |
| Capital University (OH)                                   | Emory & Henry College (VA)                |
| Carroll College (MI)                                      | Eureka College (IL)                       |
| Carroll College (WI)                                      | Fairfield University (CI)                 |
| Catavba College (NC)                                      | Ferrum College (VA)                       |
| Mark-11- Mr. 4 -1 -4 st 4 san 5                           | Fontbonne College (HO)                    |
| Catholic University of America, The (DC) Cedar Crest (PA) | Franklin and Harshall College (FA)        |
| Cedar Crest (PA)  | Furman University (SC)                    |
| Cedarville College (OH)                                   | George Fox College (OR)                   |
|   |   |



| George Washington University, The (DC)           | Meredith College (NC)  |
|--|------------------------|
| Georgetown University (DC)                       | Merrimack College (MA) |
| Georgian Court College (PA)                      | Milliken University (I |
| GMI Engineering & Management Institute (MI)      | Missouri Baptist Colle |
| Gonzaga University (WA)                          | Monmouth College (NJ)  |
| Gordon-Conwell Theological Seminary (MA)         | Moravian College (PA)  |
| Grace College & Theological Seminary (IN)        | Morris Brown College ( |
| Guilford College (NC)                            | Mount Mercy College (I |
| Hamline University (MN)                          | Mount Saint Mary's Col |
| Hampton University (VA)                          | Mount St. Clare Colleg |
| Hawaii Pacific College (HI)                      | Mount Union College (0 |
| Heidelberg College (OH)                          | Mount Vernon College ( |
| Hiram College (OH)                               | Muskingum College (OH) |
| Holy Names College (CA)                          | Nazarene Theological S |
| Hood College (MD)                                | Neumann College (PA)   |
| Huston-Tillotson College (TX)                    | North Central College  |
| Iona College (NY)                                | Northeastern Universit |
| Ithaca College (NY)                              | Northland College (WI) |
| John Carroll University (OH)                     | Northwestern College ( |
| Johns Hopkins University, The (MD)               | Northwestern College ( |
| Juniata College (PA)                             | Norwich University (VT |
| Ralamazoo College (MI)                           | Notre Dame College (NH |
| Kenyon College (OH)                              | Notre Dame College (OH |
| King's College (PA)                              | Notre Dame Seminary (L |
| La Roche College (PA)                            | Ohio Northern Universi |
| Le Tourneau College (TX)                         | Ottawa University (KS) |
| Lebanon Valley College (PA)                      | Otterbein College (OH) |
| Lewis & Clark College (OR)                       | Our Lady of the Holy C |
| Lincoln Memorial University (TN)                 | Our Lady of the Lake U |
| Linfield College (OR)                            | Paine College (GA)     |
| Loras College (IA)                               | Palm Beach Atlantic Co |
| Louisiana College (LA)                           | Park College (MO)      |
| Loyola College in Maryland (MD)                  | Parks College of St. L |
| Luther College (IA)                              | Pepperdine University  |
| Lutheran Theological Seminary at Gettysburg (PA) | Piedmont College (GA)  |
| Lycoming College (PA)                            | Pikeville College (KY) |
| Lynchburg College (VA)                           | Polytechnic University |
| Madonna College (MI)                             | Presbyterian College ( |
| Malone College (OH)                              | Principia College (IL) |
| Manhattan Christian College (KS)                 | Quincy College (IL)    |
| Manhattanville College (NY)                      | Randolph-Macon Woman's |
| Marietta College (OH)                            | Reed College (OR)      |
| Marist College (NY)                              | Reformed Bible College |
| Mars Hill College (NC)                           | Regis College (MA)     |
| Mary Baldwin College (VA)                        | Rensselaer Polytechnic |
| Marymount College (NY)                           | Rhode Island School of |
| Marywood College (PA)                            | Rider College (NJ)     |
| Memphis Theological Seminary (TN)                | Roanoke College (VA)   |
| Mercer University (GA)                           | Rockford College (IL)  |
| Mercy College (NY)                               | Rockhurst College (MO) |
| Mercy College of Detroit (MI)                    | Rocky Mountain College |
| ·  | -                      |

University (IL) Baptist College (MO) College (NJ) College (PA) rown College (GA) rcy College (IA) int Mary's College (MD) . Clare College (IA) ion College (OH) rnon College (DC) m College (OH) Theological Seminary (MO) College (PA) ntral College (IL) tern University (MA) d College (WI) tern College (IA) tern College (MN) University (VT) me College (NH) me College (OH) me Seminary (LA) thern University (OH) niversity (XS) n College (OH) of the Holy Cross College (LA) of the Lake University (TX) llege (GA) ch Atlantic College (FL) lege (MO) llege of St. Louis University (IL) ne University (CA) College (GA) e College (KY) mic University (NY) rian College (SC) a College (IL) ollege (IL) -Macon Woman's College (VA) lege (OR) Bible College (MI) llege (MA) er Polytechnic Institute (NY) land School of Design (RI) llege (NJ) College (VA) College (IL) t College (MO) untain College (MT)



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Rose-Hulman Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CT) Saint John's University (MN) Saint Joseph College (CI) Saint Joseph's College (IN) Saint Mary's College (MI) Saint Mary's College (MN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Michael's College (VT) Salem College (NC) School of the Ozarks, The (MO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siena College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spaiding University (KY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (KY) Tri-State University (IN) Trinity College (DC) Trinity College of Vermont (VT) Trinity University (TX) United Theological Seminary of the Twin Cities (MN) University of Charleston, The (SC) University of Dayton (OH) University of Detroit (MI) University of Dubuque Theological Seminary (IA) University of Findlay, The (OH) University of Hartford (CT)

University of La Verne (CA) University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (OH) University of San Diego (CA) University of the South (TN) University of Tulsa (OK) Valparaiso University (1%) Viterbo College (WI) Waish College (OH) Washington and Jefferson College (PA) Washington Bible College (MD) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Maryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

**TOTAL: 265** 



# SALARY-TREND STUDY OF FACULTY IN MULTI-INTERDISCIPLINARY STUDIES FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Marvin Williamsen

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including multi-inter-disciplinary studies. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of multi-interdisciplinary studies in the CIP is as follows:

A summary of groups of instructional programs, the components of which derive from two or more separate conventional academic instructional programs.\*

[\*Gerald S. Malitz, A <u>Classification of Instructional Programs</u> (Washington, D.C.: National Center for Education Statistics, [1985], p. 122.--30.)]

This article presents a summary of the overall average salary increases in the discipline/major field of multi-interdisciplinary studies from the "base-



line year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of multi-interdisciplinary studies faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a



given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of multi-interdisciplinary studies in the 1986-87 state study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-89. For example, a SALARY FACTOR of 0.94 for assistant professors in the discipline/major field of multi-interdisciplinary studies in the 1985-86 state study means that their salaries are 6 percent less than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of multi-interdisciplinary studies with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make



|                | SA   | PR<br>LARY | of<br>Num n | /IN | AS:<br>PRI<br>SALARY | of<br>Num n/ |              |                        | F<br>NUM N/     |              | new<br>ASS:<br>PROI<br>SALARY N | F<br>UM N/I     |        |               | ICTOR<br>IUM N/ | IN | ALL<br>SALARY | ranks<br>Num n/ | IN    |
|----------------|--|------------|-------------|-----|----------------------|--------------|--------------|------------------------|-----------------|--------------|---------------------------------|-----------------|--------|---------------|-----------------|----|---------------|-----------------|-------|
| STATE          | . 19   | 86-87      | :           |     |                      | MAJ          | OR I         | LINE: MUI<br>FIELD: MU | LTI-I           | NTE          | DISCIPLI                        | NARY S          | STUD   | IES           |                 |    |               |                 |       |
| AVERA<br>SALAR | GE   |            |             | 18  | 31743                | 75           | 13           | 25392                  | 104             | 16           | 23322                           | 11              | 4      | 22089         | 16              | 4  | 30171         | 261             | 24    |
| FAC M          | ΙX   |            | 00          | 10  |                      | .,           |              | 0.40                   |                 |              | 0.04                            |                 |        | 0.06          |                 |    | 1.00          |                 |       |
| PCT:<br>SALAR  | Y  | 0.25       |             |     | 0.29                 |              |              |                        |                 |              | 0.89                            |                 |        | 1.03          |                 |    | 0.93          |                 |       |
| FACTO          | R:   | 0.95       |             |     | 0.97                 |              |              | 0.94                   | AT <b>7 M</b> / | מחנו         | FIELDS                          |                 |        |               |                 |    |               |                 |       |
|                |  |            |             |     |                      |              |              | •                      | MALL FOR        | wor          | Thins                           |                 |        |               |                 |    |               |                 |       |
| avera<br>Salar | Y: 3   | 19819      | 17564       | •   | 32676                | 15205        |              | 27122                  | 14268           |              | 26202                           | 1869            |        | 21466         | 4423            |    | 32611         | 51460           | 210   |
| FAC M          | IIX  | 0.34       |             |     | 0.30                 |              |              | 0.28                   |                 |              | 0.04                            |                 |        | 0.09          |                 |    | 1.00          |                 |       |
|                | DISCIPLINE: MULTI-INTERDISCIPLINARY STUDIES  STATE, 1989-90:  MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES |            |             |     |                      |              |              |                        |                 |              |                                 |                 |        |               |                 |    |               |                 |       |
| AVERA<br>SALAF | GE   |            | —<br>51     | 28  | 37527                | 73           | 15           | 29502                  | 107             | 20           | 28300                           | 14              | 7      | 26197         | 33              | 7  | 35010         | 264             | 33    |
| FAC PCT:       |  | 0.19       | -           |     | 0.28                 |              |              | 0.41                   |                 |              | 0.05                            |                 |        | 0.13          |                 |    | 1.00          |                 |       |
| SALAF          |  | 1.03       |             |     | 0.98                 |              |              | 0.93                   |                 |              | 1.09                            |                 |        | 1.07          |                 |    | 0.92          |                 |       |
| FACTO          | JK:  | 1.03       |             |     | 0.50                 |              |              |                        | AT.T. M         | A.TOR        | FIELDS                          |                 |        |               |                 |    |               |                 |       |
|                |  |            |             |     |                      |              |              |                        |                 |              |                                 |                 |        |               |                 |    |               |                 |       |
|                | RY:  | 47023      | 1893        | 0   | 38352                | 15550        | )            | 31853                  | 16354           | •            | 26030                           | 2865            |        | 24499         | 4733            |    | 38213         | 5\$567          | 210   |
| FAC PCT:       | MIX  | 0.34       |             |     | 0.28                 |              |              | 0.29                   |                 |              | 0.05                            |                 |        | 0.09          |                 |    | 1.00          |                 |       |
|                |  |            | <del></del> |     |                      |              |              |                        |                 |              | DDICATOL I                      | WARV            | ट्या ग | TFC           |                 |    |               |                 |       |
| PRIV           | ATE.   | 1986       | -87:        |     |                      | D)<br>MA     | isci<br>Jor  | PLINE: M<br>FIELD: N   | ULTI-           | INT          | rdiscipli<br>Erdiscipl          | INARY           | STU    | DIES          |                 |    |               |                 |       |
| AVER           | AGE  | 37509      |             | 13  | 27793                | 58           | 14           | 24373                  | 42              | 16           | 21300                           | 4               | 3      | 20120         | 16              | 7  | 29164         | 167             | 7 25  |
| FAC<br>PCT:    | MIX  | 0.31       |             |     | 0.35                 |              |              | 0.25                   |                 |              | 0.02                            |                 |        | 0.10          |                 |    | 1.00          | )               |       |
| SALA           | RY   | 0.94       |             |     | 0.89                 | )            |              | 0.96                   | ı               |              | 0.85                            |                 |        | 0.98          |                 |    | 0.93          | 3               |       |
|                |  |            |             |     |                      |              |              |                        | ALL 1           | OLAP         | R FIELDS                        |                 |        |               |                 |    |               |                 |       |
| AVER           | PACE   |            |             |     |                      |              |              |                        |                 |              |                                 |                 |        |               |                 | -  | 21/1          | 1 27249         | 0 265 |
| SALA<br>FAC    | RY:  |            | 5 850       | 07  | 31131                | 843          | 8            | 25483                  | 831             | 9            | 24917                           | 1279            | )      |               | 1985            | •  |               |                 | 7 203 |
| PCT:           |  | 0.3        | 1           |     | 0.3                  |              |              | 0.31                   |                 |              | 0.05                            |                 |        | 0.07          |                 |    | 1.0           | J               |       |
|                |  |            | 9-90:       |     |                      | D<br>M       | ISCI<br>AJOR | IPLINE: N<br>R FIELD:  | WLTI-<br>MULTI  | INTI<br>-INI | RDISCIPLE<br>ERDISCIPLE         | INARY<br>LINARY | STU    | DIES<br>UDIES |                 |    |               |                 |       |
| AVEI<br>SAL    | RAGE<br>ARY:   | 4923       | 6 7:        | 2 1 | 8 3449               | 4 40         | 14           | 4 31132                | 2 42            | 2 :          | 28000                           | 1               | 1      | 24244         | . 6             | 6  | 3986          | 0 160           | 28    |
|                | MIX  |            |             |     | 0.2                  | 5            |              | 0.26                   | 5               |              | 0.01                            |                 |        | 0.04          | •               |    | 1.0           | 0               |       |
| SAL            | ARY  | 1.0        |             |     | 0.9                  | 4            |              | 1.0                    | 2               |              | 0.94                            |                 |        | 1.00          | )               |    | 1.0           | 7               |       |
| FAC.           | LUK.   | 1.0        | •           |     |                      |              |              |                        |                 | MAJO         | OR FIELDS                       |                 |        |               |                 |    |               |                 |       |
|                |  |            |             |     |                      |              |              |                        |                 |              |                                 |                 |        |               |                 |    |               |                 |       |
| AVE            | RAGE   | ,          |             | 26  | 3686                 | 5 87         | 71           | 3062                   | 1 900           | 04           | 29780                           | 1476            |        | 24196         | 5 180           | 8  | 3742          | 2 2860          | 9 265 |
| SAL            | ARY:<br>MIX  |            | 7 90        | LU  | 2000                 | J            | _            | 3001                   | _               |              |                                 |                 |        |               |                 |    |               |                 |       |



based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of multi-interdisciplinary studies was reported in 24 of the 210 state (AASCU) institutions. The average salary of the 261 faculty was \$30,171. This average salary was 7 percent less (0.93%) than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of multi-interdisciplinary studies was reported in 33 of the same 210 state (AASCU) institutions. The average salary of the 264 faculty was \$35,010. This average salary was approximately 8 percent (0.92%) lower than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in multi-interdisciplinary studies after three years in the state institutions studied was 16.0 percent (\$35,010 minus \$30,171 equals \$4,839). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 2.2 percent or an average of .73 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.0 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of multi-interdisciplinary studies (16.0%), therefore, the faculty in ALL MAJOR FIELDS decreased their salaries by 1 percent (16.0% minus 17.0% equals -1%) less than faculty in the discipline/major field of multi-interdisciplinary studies

The reader may note that the faculty mix percentage in the discipline/major



field of multi-interdisciplinary studies is lower at the professor rank than at the assistant professor rank in the 1986-87 state studies: 0.25 vs 0.40 and in the 1989-90 study: 0.19 vs 0.41. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS had a higher percentage in the professor rank and a lower percentage in the assistant professor rank compared to multi-interdisciplinary studies in both the 1986-87 state study and the 1989-90 study.

Finally, the hiring rate of new assistant professors in the discipline/major field of multi-interdisciplinary studies in the state studies was more than for ALL MAJOR FIELDS both in 1986-87, 4.2 percent (11/261) vs. 3.6 percent (1,869/51,460), respectively; and in 1989-90, it was 5.3 percent (14/264) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of multi-interdisciplinary studies was reported in 25 of the 265 private institutions. The average salary of the 167 faculty was \$29,164. This average salary was approximately 7 percent below the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of multi-interdisciplinary studies was reported in 28 of the same 265 private institutions. The average salary of the 160 faculty was \$39,860. This average salary was approximately 7 percent (1.07%) higher than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.



The increase in average salaries for all faculty in multi-interdisciplinary studies after three years in the private institutions studied was 36.7 percent (\$39,860 minus \$20,164 equals \$10,696). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 22.9 percent c- 7.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of multi-interdisciplinary studies (36.7%), the faculty in ALL MAJOR FIELDS increased their salaries by 17.6 percent (19.1% minus 36.7% equals -17.6%) less than faculty in the discipline/major field of multi-interdisciplinary studies.

In the discipline/major field of multi-interdisciplinary studies, the reader may note that the faculty mix percentage at the professor rank was higher than at the assistant professor rank in (1986-87) the private study: 0.31 vs. 0.25, respectively; and higher in the 1989-90 study: 0.45 vs. 0.26. This is different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87),; and 0.32 vs. 0.31 (1989-90), respectively. In other words, ALL MAJOR FIELDS has a lower percentage of professors, and a higher percentage of assistant professors as compared with the discipline/major field of multi-interdisciplinary studies in 1986-87, and a higher percentage assistant professors compared to the discipline/major field of multi-interdisciplinary studies in the 1989-90 private study.

Finally, the reader may note that the hiring rate of new assistant professors in multi-interdisciplinary studies was lower than the hiring rate in ALL MAJOR FIELDS in 1986-87, and was lower than the hiring rate in ALL MAJOR FIELDS in 1989-90, 2.4 percent (4/167) vs. 4.7 percent (1,279/27,249), respectively;



and in 1989-90, 0.6 percent (1/160) vs. 4.8 percent (1,476/28,609), respectively. in other words the hiring rate in the discipline/major field of multi-interdisciplinary studies is less both in the 1986-87 and 1989-90 studies in comparison to ALL MAJOR FIELDS in the 1989-90 study.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of multi-interdisciplinary studies and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year—a total of four studies. A total of 852 faculty in the discipline/major field of multi-interdisciplinary studies participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of multi-interdisciplinary studies is currently some 8 percent below (1989-90), and 7 percent above the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for multi-interdisciplinary studies in the state institutions was approximately 4 percent more in comparison to that in the private institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) 14 percent more in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986,



indicates that the faculty in multi-interdisciplinary studies, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Multi-interdisciplinary faculty salaries are lower in the state institutions and higher in the private institutions in comparison to faculty in ALL MAJOR FIELDS during this same period. Multi-interdisciplinary studies faculty in the state institutions have some catching up to do in salary in comparison with their colleagues in the private institutions and ALL MAJOR FIELDS.

Third, in the discipline/major field of multi-interdisciplinary studies the full professor rank now (1989-90) has a smaller percentage compared to the assistant professor rank in the state study. In the private studies, the full professor rank has a greater percentage in the current (1989-90) study than the assistant professor rank. The full professor lagged behind the assistant professor rank in the 1986-87 state study. It seems that a much higher percentage of new assistant professors are now (1989-90) being hired in the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in multi-interdisciplinary studies, and in other disciplines/ major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University Boone, North Carolina. Co-author Marvin Williamsen is associate professor and chairperson of the department of interdisciplinary studies at Appalachian State University, Boone, North Carolina.

## APPENDICES:



A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF STATE Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

# APPENDIX A

# OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING PHILOSOPHY AND RELIGION

BUSINESS ADMINISTRATION AND MANAGEMENT PHYSICAL EDUCATION

BUSINESS AND MANAGEMENT PHYSICAL SCIENCES

**BUSINESS ECONOMICS** PHYSICS

CHEMISTRY POLITICAL SCIENCE AND GOVERNMENT

COMMUNICATION TECHNOLOGIES **PSYCHOLOGY** 

COMMUNICATIONS READING EDUCATION

COMPUTER & INFORMATION SCIENCES SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION SOCIOLOGY

DRAMATIC ARTS SPECIAL EDUCATION

DRAWING SPEECH PATHOLOGY/AUDIOLOGY

EDUCATION STUDENT COUNSELING AND PERSONNEL

SERVICES

VISUAL AND PERFORMING ARTS

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

ENGINEERING

MULTI-INTERDISCIPLINARY STUDIES TOTAL: 36

MUSIC

NURSING

**LETTERS** 



#### APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Adams State College (CO) Georgia College (GA) Alabama State University (AL) Georgia Southern College (GA) Albany State College (GA) Glenville State College (WV) Angelo State University (TX) Grambling State University (LA) Appalachian State Un'versity (NC) Grand Valley State University (NI) Arkansas Tech University (AR) Harris-Stowe State College (MO) Auburn University at Montgomery (AL) Henderson State University (AR) Augusta College (GA) Humacao University College (PR) Austin Peay State University (TN) Idaho State University (ID) Ball State University (IN) Illinois State University (IL) Bemidji State University (MN) Indiana State University (IN) Black Hills State University (SD) Indiana University of Pennsylvania (PA) Bluefield State College (WV) Jackson State University (MS) Bridgewater State College (MA) Jacksonville State University (AL) California State University, Bakersfield (CA) James Madison University (WV) California State University, Hayward (CA) Kearney State College (NE) California University of Pennsylvania (PA) Keene State College (NH) Castleton State College (VT) Kennesaw State University (GA) Central Connecticut State University (CT) Kent State University (OH) Central Missouri State University (MO) Lake Superior State University (MI) Central State University (OR) Lamar University--Beaumont (TX) Central Washington University (WA) Lander College (SC) Chadron State College (NE) Lewis-Clark State College (ID) Christopher Newport College (VA) Lincoln University (MO) Citadei, (The) Military College of Livingston University (AL) South Carolina (SC) Longwood College (VA) Clarion University of Pennsylvania (PA) Louisiana State University in Shreveport (LA) Cleveland State University (OH) Louisiana Tech University (IA) College of Staten Island, The (NY) Maine Maritime Academy (ME) Columbus College (GA) Mansfield University of Pennsylvania (PA) Delta State University (MS) Marshall University (WV) Dickinson State University (ND) Mary Washington College (VA) East Central University (OK) Mayville State University (ND) East Tennessee State University (TN) Memphis State University (TN) East Texas State University (TX) Mesa State College (CO) East Texas State University Metropolitan State College (CO) at Texarkana (TX) Metropolitan State University (MN) Eastern Connecticut State University (CT) Middle Tennessee State University (TN) Eastern Illinois University (IL) Millersville University of Pennsylvania (KY) Eastern Washington University (WA) Mississippi University for Women (MS) Edinboro University of Penssylvania (PA) Missouri Southern State College (MO) Fitchburg State College (MA) Missouri Western State College (MO) Florida Atlantic University (FL) Montana College of Mineral Science Fort Hays State University (KS) & Technology (MT) Francis Marion College (SC) Montclair State College (NJ) 1 1 Frostburg State University (MD) Moorhead State University (MN) George Mason University (VA) Morehead State University (KY)



Morgan State University (MD) Murray State University (KY) New Mexico Highlan is University (NM) North Adams State College (MA) North Carolina Central University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (MO) Northeastern Illinois University (IL) Northeastern State University (OK) Northern Arizona University (AZ) Northern Illinois University (IL) Northern Rentucky University (RY) Northern Michigan University (MI) Northern State University (SD) Oakland University (MI) Old Dominion University (VA) Peru State College (NE) Pittsburg State University (RS) Plymouth State College (NH) Portland State University (OR) Radford University (VA) Rhode Island College (RI) Saginaw Valley State University (MI) Salem State College (MA) Sam Houston State University (TX) San Diego State University (CA) Sangamon State University (IL) Shepherd College (WV) Shippensburg University of Pennsylvania (PA) Slippery Rock University of Pennsylvania (PA) Sonosa State University (CA) South Dakota School of Mines & Technology (SD) Southeast Missouri State University (MO) Southeastern Louisiana University (LA) Southeastern Massachusetts University (MA) Southern College of Technology (GA) Southern Illinois University at Carbandale (IL) Southern Illinois University at Edw.rdsville (IL) Southern Oregon State College (OR) Southwest Missouri State University (MO) Southwest State University (MN) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) St. Cloud State University (MN) State University of New York College at Brockport (NY) State University of New York College at Buffalo (NY) State University of New York College 1, at Fredonia (NY) State University of New York College at Old Westbury (NY)

State University of New York College at Potsdam (NY) Stephen F. Austin University (TX) Sul Ross State University (TX) Tennessee Technological University (TN) Texas A&I University (TX) Texas A&M University at Galveston (TX) Texas Woman's University (TX) Towson State University (MD) Troy State University (AL) University of Akron, The (OH) University of Arkansas at Little Rock (AR) University of Arkansas at Monticello (AR) University of Central Arkansas (AR) University of Colorado at Colorado Springs (CO) University of Colorado at Denver (CO) University of Houston--Clear Lake (TX) University of Maine at Fort Rent (ME) University of Maryland Baltimore County (MD) University of Montevallo (AL) University of Nebraska at Omaha (NE) University of Nevada, Las Vegas (NV) University of North Carolina at Asheville (NC) University of North Carolina at Charlotte (NC) University of North Carolina at Greensboro (NC) University of North Carolina at Wilmington (NC) University of Northern Colorado (CO) University of Northern Iowa (IA) University of North Texas (TX) University of Pittsburgh at Bradford (PA) University of Pittsburgh at Johnstown (PA) University of Science and Arts of Oklahoma (OK) University of South Alabama, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Spartanburg (SC) University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Maine (ME) University of Southern Mississippi (MS) University of Southwestern Louisiana (LA) University of Tennessee at Chattanooga (TN) University of Tennessee at Martin (TN) University of Texas at Dallas (TX) University of Texas at San Antonio (TX) University of Texas at Tyler, The (TX) University of the Virgin Islands--St. Croix University of the Virgin Islands--St. Thomas University of Wisconsin--Eau Claire (!:I)

University of Wisconsin--Green Bay (WI)



University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (WI) University of Wisconsin--Plattville (WI) Valdosta State College (GA) Valley City State University (ND) Washburn University of Topeka (KS) Wayne State College (NE) Weber State College (UI) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) West Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CT) Western Illinois University (IL) Western Kentucky University (KY) Western Michigan University (MI) Western Oregon State College (OR) Western State College of Colorado (CO) Wichita State University, (RS) William Paterson College (NJ) Winston-Salem State University (NC)

### TOTAL: 210

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### APPENDIX C

### CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

### Participating Institutions

| Abilene Christian University (TX)              | Central College (IA)                      |
|--|---|
| Albertus Magnus College (CT)                   | Central Methodist College (MO)            |
| Albion College (NI)                            | Central Wesleyan College (SC)             |
| Alfred University (NY)                         | Chapman College (PA)                      |
| Allegheny College (PA)                         | Christian Brothers College (TN)           |
| Allentown College of St. Francis de Sales (PA) | Clark University (MA)                     |
| Alma College (NI)                              | Cogswell Polytechnical University (CA)    |
| American University, The (DC)                  | Coker College (SC)                        |
| Amherst College (MA)                           | College of Mount Saint Vincent (NY)       |
| Anna Maria College (MA)                        | College of Mount St. Joseph (OH)          |
| Aquinas College (MI)                           | College of Saint Mary (NE)                |
| Arkansas College (AR)                          | College of St. Scholastica (MF)           |
| Asbury College (KY)                            | College of St. Thomas (MN)                |
| Ashland University (OH)                        | College of the Holy Cross (MA)            |
| Augustana College (IL)                         | College of Wooster, The (OH)              |
| Aurora University (IL)                         | encordia College (MN)                     |
| Avila College (MO)                             | Concordia College (NY)                    |
| Azusa Pacific University (CA)                  | Concordia Teachers College (NE)           |
| Babson College (MA)                            | Cornell College (IA)                      |
| Baldwin-Wallace College (OH)                   | Covenant College (GA)                     |
| Bard College (NY)                              | D'Youville College (NY)                   |
| Barry University (FL)                          | Daniel Webster College (NH)               |
| Beaver College (PA)                            | David Lipscomb College (TN)               |
| Bellarwine College (KY)                        | Defiance College, The (OH)                |
| Bellevue College (NE)                          | Depaul University (IL)                    |
| Benedictine College (KS)                       | Dickinson College (PA)                    |
| Bethune-Cookman College (FL)                   | Doane College (NE)                        |
| Birmingham-Southern College (AL)               | Dominican College of Blauvelt (NY)        |
| Boston University (MA)                         | Dordt College, Inc. (IA)                  |
| Bradley University (IL)                        | Drake University (IA)                     |
| Briar Cliff College (AL)                       | Drew University (NJ)                      |
| Bridgewater College (VA)                       | Drury College (MO)                        |
| Brigham Young University (UT)                  | Eastern Mennonite College and             |
| Bryant College (RI)                            | Seminary (VA)                             |
| Bryn Mawr College (PA)                         | Eckerd College (FL)                       |
| Bucknell University (PA)                       | Elmhurst College (IL)                     |
| Butler University (IN)                         | Elmira College (NY)                       |
| Cabrini College (PA)                           | Embry-Riddle Aeronautical University (FL) |
| Canisius College (NY)                          | Emerson College (MA)                      |
| Capital University (OH)                        | Emory & Henry College (VA)                |
| Carroll College (MT)                           | Eureka College (IL)                       |
| Carroll College (WI)                           | Fairfield University (CT)                 |
| Catawba College (NC)                           | Ferrum College (VA)                       |
| Catholic Theological Union (IL)                | Fontbonne College (MO)                    |
| Catholic University of America, The (DC)       | Franklin and Marshall College (PA)        |
| Cedar Crest (PA)                               | Furman University (SC)                    |
| Cedarville College (OH)                        | George Fox College (OR)                   |



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#### Participating Institutions (continued): George Washington University, The (DC) Meredith College (NC) Georgetown University (DC) Merrimack College (MA) Georgian Court College (PA) Milliken University (IL) GMI Engineering & Management Institute (MI) Missouri Baptist College (MO) Gonzaga University (WA) Monmouth College (NJ) Gordon-Conwell Theological Seminary (MA) Moravian College (PA) Grace College & Theological Seminary (IN) Morris Brown College (GA) Guilford College (NC) Mount Mercy College (IA) Hamline University (MN) Mount Saint Mary's College (MD) Hampton University (VA) Mount St. Clare College (IA) Hawaii Pacific College (HI) Nount Union College (OH) Heidelberg College (OH) Mount Vernon College (DC) Hiram College (OH) Muskingum College (OH) Holy Names College (CA) Nazarene Theological Seminary (MO) Hood College (MD) Neumann College (PA) Huston-Tillotson College (TX) North Central College (IL) Iona College (NY) Northeastern University (MA) Ithaca College (NY) Northland College (WI) John Carroll University (OH) Northwestern College (IA) Johns Hopkins University, The (MD) Northwestern College (MN) Norwich University (VT) Juniata College (PA) Kalamazoo College (MI) Notre Dame College (NH) Kenyon College (OH) Notre Dame College (OH) King's College (PA) Notre Dame Seminary (LA) La Roche College (PA) Ohio Northern University (OH) Le Tourneau College (TX) Ottawa University (KS) Lebanon Valley College (PA) Otterbein College (OH) Lewis & Clark College (OR) Our Lady of the Holy Cross College (LA) Lincoln Memorial University (TN) Our Lady of the Lake University (TX) Linfield College (OR) Paine College (GA) Loras College (IA) Palm Beach Atlantic College (FL) Louisiana College (LA) Park College (MO) Loyola College in Maryland (MD) Parks College of St. Louis University (IL) Luther College (IA) Pepperdine University (CA) Lutheran Theological Seminary at Gettysburg (PA) Piedmont College (GA) Lycoming College (PA) Pikeville College (KY) Lynchburg College (VA) Polytechnic University (NY) Madonna College (MI) Presbyterian College (SC) Malone College (OH) Principia College (IL) Manhattan Christian College (KS) Quincy College (IL) Manhattanville College (NY) Randolph-Macon Woman's College (VA) Marietta College (OH) Reed College (OR) Reformed Bible College (MI) Marist College (NY) Mars Hill College (NC) Regis College (MA) Mary Baldwin College (VA) Rensselaer Polytechnic Institute (NY) Marymount College (NY) Rhode Island School of Design (RI) Marywood College (PA) Rider College (NJ) Memphis Theological Seminary (TN) Roanoke College (VA) Mercer University (GA) Rockford College (IL)



Mercy College (NY)

Mercy College of Detroit (MI)

Rockhurst College (MO)

Rocky Mountain College (MT)

Rose-Hulman Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CT) Saint John's University (MN) Saint Joseph College (CT) Saint Joseph's College (IN) Saint Mary's College (MI) Saint Mary's College (MN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Michael's College (VT) Salem College (NC) School of the Ozarks, The (MO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siena College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spalding University (KY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (KY) Tri-State University (IN) Trinity College (DC) Trinity College of Vermont (VT) Trinity University (TX) United Theological Seminary of the Twin Cities (MN) University of Charleston, The (SC) University of Dayton (OH) University of Detroit (MI) University of Dubuque Theological Seminary (IA) University of Findlay, The (OH) University of Hartford (CT)

University of La Verne (CA) University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (OH) University of San Diego (CA) University of the South (TN) University of Tulsa (OK) Valparaiso University (IN) Viterbo College (WI) Walsh College (OH) Washington and Jefferson College (PA) Washington Bible College (ND) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Maryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

**TOTAL: 265** 



# SALARY-TREND STUDY OF FACULTY IN MUSIC FOR THE YEARS

### 1986-87 AND 1989-90

By
Richard D. Howe
and
Clinton Parker

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including music. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of music in the CIP is as follows:

A group of instructional programs that describe the art and science of combining sounds of various timbre in harmonic, rhythmic, or melodic forms which are artistically expressive.\*

[\*Gerald S. Malitz, A <u>Classification of Instructional Programs</u> (Washington, D.C.: National Center for Education Statistics, [1985]), p. 160.--50.09)]

This article presents a summary of the overall average salary increases in the discipline/major field of music from the "baseline year" of 1985-86 to and including the "trend year" of 1989-90 for both state and private institutions.



Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of music faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a regular academic year of two semesters or three quarters of full-time faculty only. Full-time faculty are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of music in the 1986-87 state study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of .93 for assistant professors in the discipline/major field of music in the 1986-87 state study means that their salaries are 7 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of music with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



| PROF<br>SALARY NUM N/IN   |                       |            | AS<br>PR<br>SALARY | _     | ASST<br>PROF<br>SALARY | •                  | NEW<br>ASSI<br>PROI<br>SALARY N | 2         | INSTRUCTOR<br>SALARY NUM N/IN | ALL RANKS<br>SALARY NUM N/IN |                  |  |  |
|---|-----------------------|------------|--------------------|-------|------------------------|--------------------|---------------------------------|-----------|-------------------------------|------------------------------|------------------|--|--|
| DISCIPLINE: VISUAL & PERFORMING ARTS  MAJOR FIELD: MUSIC, GENERAL                     |                       |            |                    |       |                        |                    |                                 |           |                               |                              |                  |  |  |
| AVERAGE   | ·                     |            | 0 751              | 30750 | 695 156                | 25178              | 641 146                         | 23190     | 58 39                         | 21170 192 87                 | 30839 2256 168   |  |  |
| SALARY:<br>FAC MIX  |                       |            | 8 131              |       | 0,5 250                | 0.28               |                                 | 0.03      |                               | 0.09                         | 1.00             |  |  |
| PCT:<br>SALARY<br>FACTOR:   | 0.32                  |            |                    | 0.31  |                        | 0.93               |                                 | 0.89      |                               | 0.99                         | 0.95             |  |  |
| PACION.   | 0.27                  |            |                    |       |                        | ,                  | ALL MAJOR                       | FIELDS    |                               |                              |                  |  |  |
|   |                       |            |                    |       |                        |                    |                                 |           |                               |                              |                  |  |  |
| AVERAGE<br>SALARY:  | 39819                 | 17         | 564                | 32676 | 15205                  | 27122              | 14268                           | 26202     | 1869                          | 21466 4423                   | 32611 51460 210  |  |  |
| FAC MIX PCT:  | 0.34                  | •          |                    | 0.30  |                        | 0.28               |                                 | 0.04      |                               | 0.09                         | 1.00             |  |  |
| DISCIPLINE: VISUAL & PERFORMING ARTS  STATE, 1989-90:  MAJOR FIELD: MUSIC, GENERAL    |                       |            |                    |       |                        |                    |                                 |           |                               |                              |                  |  |  |
| AVERAGE   | 3                     |            | AC 157             | 25720 | 719 154                |                    | 723 159                         |           |                               | 24027 197 78                 | 35833 2444 175   |  |  |
| SALARY:<br>FAC MIX  | (                     |            | 305 157            | 35739 |                        | 0.30               | ,23 227                         | 0.05      |                               | 0.08                         | 1.00             |  |  |
| PCT:<br>SALARY  | 0.33                  | 3          |                    | 0.29  |                        |                    |                                 | 1.04      |                               | 0.98                         | 0.94             |  |  |
| FACTOR:   | 0.95                  | 5          |                    | 0.93  |                        | 0.92               |                                 |           |                               | 0.70                         |                  |  |  |
|   |                       |            |                    |       |                        |                    | ALL MAJO                        | R FIELDS  |                               |                              |                  |  |  |
| AVERAG  | E                     | <b>,</b> 1 | 8020               | 39357 | 15550                  | 31853              | 16354                           | 26030     | 2865                          | 24499 4733                   | 38213 55567 210  |  |  |
| SALARY<br>FAC MIX   | K                     |            | 0430               |       |                        | 0.29               |                                 | 0.05      |                               | 0.09                         | 1.00             |  |  |
| PCT:  | 0.3                   | 4          |                    | 0.28  | ·<br>                  |                    |                                 |           |                               |                              |                  |  |  |
|   |                       |            |                    |       | _                      |                    |                                 | c neesoo  | MITMIC A PO                   | rs.                          |                  |  |  |
| PRIVAT  | r 108                 | 6-8        | 7:                 |       | E                      | isciplini<br>Major | FIELD: N                        | & PERFORI | ERAL                          |                              |                  |  |  |
| AVERAG  | E                     |            | 346 139            | 27748 | 3 379 14               | 5 23144            | 357 145                         | 23096     | 60 4                          | 5 20311 104 6                | 27667 1186 202   |  |  |
| FAC MI  | X                     |            | 340 137            | 0.3   |                        | 0.30               |                                 | 0.05      |                               | 0.09                         | 1.00             |  |  |
| PCT:<br>SALARY  | 0.2                   |            |                    |       |                        | 0.91               |                                 | 0.93      |                               | 0.99                         | 0.88             |  |  |
| FACTOR  | 3; 0.8                | 6          |                    | 0.89  | 9                      | 0.71               |                                 | R FIELDS  |                               |                              |                  |  |  |
|   |                       |            |                    |       |                        |                    | ALL MAJO                        | JK FIELDS |                               |                              |                  |  |  |
| AVERAG  | E<br>(: 4001          | 15         | 8507               | 3113  | 1 8438                 | 25483              | 8319                            | 24917     | 1279                          | 20566 1985                   | 31411 27249 265  |  |  |
| FAC M   | X.                    |            |                    | 0.3   |                        | 0.31               |                                 | 0.05      |                               | 0.07                         | 1.00             |  |  |
| PCI: 0.31  DISCIPLINE: VISUAL & PERFORMING ARTS  DISCIPLINE: VISUAL & PERFORMING ARTS |                       |            |                    |       |                        |                    |                                 |           |                               |                              |                  |  |  |
| AVERA   | TE <u>. 198</u><br>JE |            |                    |       | 0 200 1/               |                    | 5 349 14                        |           |                               | 32 24390 80 <i>L</i>         | 9 33020 1160 208 |  |  |
| salar:<br>Fac M   | IX                    |            | 351 136            |       | 9 380 14               |                    |                                 | 0.04      |                               | 0.07                         | 1.00             |  |  |
| PCT:<br>SALAR   | 0.:<br>V              | 30         |                    | 0.3   | 3                      | 0.30               |                                 |           |                               |                              | 0.88             |  |  |
| FACTO   | Ř: 0.                 | 86         |                    | 0.9   | 90                     | 0.89               |                                 | 0.91      |                               | 1.01                         | 0.00             |  |  |
| ALL MAJOR FIELDS  |                       |            |                    |       |                        |                    |                                 |           |                               |                              |                  |  |  |
| AVERA<br>SALAR  | GE<br>Y: 473          | 97         | 9026               | 3686  | 55 <b>8</b> 771        | 3062               | 1 9004                          | 29780     | 1476                          | 24196 1808                   | 37422 28609 265  |  |  |
| FAC M<br>PCT:   | IX                    | 32         |                    | 0.3   | 31                     | 0.3                | 1                               | 0.05      | ı                             | 0.06                         | 1.00             |  |  |
|   |                       |            |                    |       |                        |                    |                                 |           |                               |                              |                  |  |  |



### RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of music was reported in 168 of the 210 state (AASCU) institutions. The average salary of the 2,256 faculty was \$30,839. This average salary was approximately 5 percent (0.95%) lower than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of music was reported in 175 of the same 210 state (AASCU) institutions. The average salary of the 2,444 faculty was \$35,833. This average salary was approximately 6 percent (0.94%) lower than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in music after three years in the state institutions studied was 16.2 percent (\$35,833 minus \$30,839 equals \$4,994). The CPI reported an increase in the of cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 2.4 percent or an average of 0.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of music (16.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percentage points (16.2% minus 17.2% equals -1.0%) more than faculty in the discipline/major field of music. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in the discipline/major field of music is slightly greater at the professor rank compared to the assistant professor rank in both of the state studies: 0.32 vs. 0.28



(1986-87), and 0.33 vs. 0.30 (1989-90), respectively. The differences in the faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words both the discipline/major field of music and ALL MAJOR FIELDS have a higher percentage of professors and a lower percentage of assistant professors.

Finally, the hiring rate of new assistant professors in music is low in the state studies: 2.6 percent (58/2,256) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in music in 1989-90 was 4.7 percent (115/2,444) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of music is less than for ALL MAJOR FIELDS in both the state studies of 1986-87 and 1989-90.

## RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of music was reported in 202 of the 265 private institutions. The average salary of the 1,186 faculty was \$27,667. This average salary was 12 percent (0.88%) lower than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of music was reported in 208 of the same 265 private institutions. The average salary of the 1,160 faculty was \$33,020. This average salary was approximately 12 percent (0.88%) lower than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.



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The increase in average salaries for all faculty in music after three years in the private institutions studied was 19.3 percent (\$33,020 minus \$27,667 equals \$5,353). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 5.5 percent or 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 16.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of music (19.3%), therefore, the faculty in ALL MAJOR FIELDS decreased their salaries by 3.2 percent (16.1% minus 19.3% equals -3.2%) less than faculty in the discipline/major field of music. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

The reader may note that the faculty mix percentage in the discipline/major field of music is approximately the same at the professor rank as at the assistant professor rank in both the private studies: 0.29 vs. 0.30 (1986-87), respectively, 0.30 vs. 0.30, respectively (1989-90). The faculty mix percentage is nearly equal at the professor rank and at the assistant professor rank for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in music in the private studies is slightly ahead of the hiring rate in ALL MAJOR FIELDS in 1986-87, 5.1 percent (60/1,186) vs. 4.7 percent (1,279/27,249) respectively; but lags behind in 1989-90, 4.3 percent (50/1,160) vs. 5.2 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/ major field of music is more than for ALL MAJOR FIELDS in the private study of 1986-87 but is less than that for ALL MAJOR FIELDS in 1989-90.



### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of music and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year—a total of four studies. A total of 7,046 faculty in the discipline/major field of music participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factors in the discipline/major field of music in both the state and private studies are currently (1989-90) at 12 percent below and 6 percent below respectively, the faculty salary factor of ALL MAJOR FIELDS. The average faculty salary for music in the private institutions was 22 percent less in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) 9 percent less compared to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in music, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Music faculty salary increases in the state institutions were ahead of these faculty in ALL MAJOR FIELDS during this same period. Conversely, in private institutions music faculty salaries were slightly behind those of faculty in ALL MAJOR FIELDS. Music faculty in the private institutions have some



catching up to do in salary in comparison with their colleagues in state institutions but faculty in both types of institutions remain behind faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of music, there is not a marked difference between the number of faculty with the rank of full professor and assistant professor in the state or private institutions. The full professor rank appears to be increasing at approximately the same rate in both the state and private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in music, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author R. Clinton Parker is professor of music and associate vice chancellor for academic affairs at Appalachian State University, Boone, North Carolina.

#### APPENDICES:



A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF STATE Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

### APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

PHILOSOPHY AND RELIGION

BUSINESS ADMINISTRATION AND MANAGEMENT

PHYSICAL EDUCATION

BUSINESS AND MANAGEMENT

PHYSICAL SCIENCES

BUSINESS ECONOMICS

PHYSICS

CHEMISTRY

POLITICAL SCIENCE AND GOVERNMENT

COMMUNICATION TECHNOLOGIES

PSYCHOLOGY

COMMUNICATIONS

READING EDUCATION

COMPUTER & INFORMATION SCIENCES

SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION

SOCIOLOGY

DRAMATIC ARTS

SPECIAL EDUCATION

DRAWING

SPEECH PATHOLOGY/AUDIOLOGY

**EDUCATION** 

STUDENT COUNSELING AND PERSONNEL

SERVICES

**ENGINEERING** 

VISUAL AND PERFORMING ARTS

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

TOTAL: 36

MUSIC

NURSING



#### APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

#### Participating Institutions

Adams State College (CO) Georgia College (GA) Alabama State University (AL) Georgia Southern College (GA) Albany State College (GA) Gienville State College (WV) Angelo State University (TX) Grambling State University (LA) Appalachian State University (NC) Grand Valley State University (MI) Arkansas Tech University (AR) Harris-Stowe State College (MO) Auburn University at Montgomery (AL) Henderson State University (AR) Augusta College (GA) Humacao University College (PR) Austin Peay State University (TN) Idaho State University (ID) Ball State University (IN) Illinois State University (IL) Bemidji State University (MN) Indiana State University (IN) Black Hills State University (SD) Indiana University of Pennsylvania (PA) Bluefield State College (WV) Jackson State University (MS) Bridgewater State College (MA) Jacksonville State University (AL) California State University, Bakersfield (CA) James Madison University (WV) California State University, Hayward (CA) Rearney State College (NE) California University of Pennsylvania (PA) Keene State College (NH) Castleton State College (VT) Kennesaw State University (GA) Central Connecticut State University (CT) Ruit State University (OH) Central Missouri State University (MO) Lake Superior State University (MI) Central State University (OK) Lamar University--Beaumont (TX) Central Washington University (WA) Lander College (SC) Chadron State College (NE) Lewis-Clark State College (ID) Christopher Newport College (VA) Lincoln University (MO) Citadel, (The) Military College of Livingston University (AL) South Carolina (SC) Longwood College (VA) Clarion University of Pennsylvania (PA) Louisiana State University in Shreveport (LA) Cleveland State University (OH) Louisians Tech University (LA) College of Staten Island, The (NY) Maine Maritime Academy (ME) Columbus College (GA) Mansfield University of Pennsylvania (PA) Delta State University (MS) Marshall University (WV) Dickinson State University (ND) Mary Washington College (VA) East Central University (OK) Mayville State University (ND) East Tennessee State University (TN) Memphis State University (TN) East Texas State University (TX) Mesa State College (CO) East Texas State University Metropolitan State College (CO) at Texarkana (TX) Metropolitan State University (MN) Fastern Connecticut State University (CT) Middle Tennessee State University (TN) Eastern Illinois University (IL) Millersville University of Pennsylvania (KY) Eastern Washington University (WA) Mississippi University for Women (MS) Edinboro University of Pennsylvania (PA) Missouri Southern State College (MO) Fitchburg State College (MA) Missouri Western State College (MO) Florida Atlantic University (FL) Montana College of Mineral Science Fort Hays State University (KS) & Technology (MT) Francis Marion College (SC) Montclair State College (NJ) 1, Frostburg State University (MD) Moorhead State University (MN) George Mason University (VA) Morehead State University (KY)



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| Morgan State University (MD)                      |
|---|
| Murray State University (KY)                      |
| New Mexico Highlands University (NM)              |
| North Adams State College (NA)                    |
| North Carolina Central University (NC)            |
| Northeast Louisiana University (LA)               |
| Northeast Missouri State University (MO)          |
| Northeastern Illinois University (IL)             |
| Northeastern State University (OK)                |
| Northern Arizona University (AZ)                  |
| Northern Illinois University (IL)                 |
| Northern Kentucky University (KY)                 |
| Northern Hichigan University (HI)                 |
| Northern State University (SD)                    |
| Oakland University (MI)                           |
| Old Dominion University (VA)                      |
| Peru State College (NE)                           |
| Pittsburg State University (KS)                   |
| Plymouth State College (NH)                       |
| Portland State University (OR)                    |
| Radford University (VA)                           |
| Rhode Island College (RI)                         |
| Saginaw Valley State University (MI)              |
| Salem State College (MA)                          |
| Sam Houston State University (TX)                 |
| San Diego State University (CA)                   |
| Sangamon State University (IL)                    |
| Shepherd College (WV)                             |
| Shippensburg University of Pennsylvania (PA)      |
| Slippery Rock University of Pennsylvania (PA)     |
| Sonoma State University (CA)                      |
| · · · · · · · · · · · · · · · · · · ·             |
| South Dakota School of Mines & Technology (SD)    |
| Southeast Missouri State University (MO)          |
| Southeastern Louisiana University (LA)            |
| Southeastern Hassachusetts University (MA)        |
| Southern College of Technology (GA)               |
| Southern Illinois University at Carbondale (IL)   |
| Southern Illinois University at Edwardsville (IL) |
| Southern Oregon State College (OR)                |
| Southwest Missouri State University (MO)          |
| Southwest State University (MN)                   |
| Southwest Texas State University (TX)             |
| Southwestern Oklahoma State University (OK)       |
| St. Cloud State University (MN)                   |
| State University of New York College              |
| at Brockport (NY)                                 |
| State University of New York College              |
| at Buffaio (NY)                                   |
| State University of New York College              |
| at Fredonia (NI)                                  |
| State University of New York College              |
| at Old Westbury (NY)                              |

State University of New York College at Potedam (NY) Stephen F. Austin University (TX) Sul Ross State University (TX) Tennessee Technological University (TN) Texas A&I University (TX) Texas A&H University at Galveston (TX) Texas Woman's University (TX) Towson State University (MD) Troy State University (AL) University of Akron, The (OH) University of Arkansas at Little Rock (AR) University of Arkansas at Monticello (AR) University of Central Arkansas (AR) University of Colorado at Colorado Springs (CO) University of Colorado at Denver (CO) University of Houston--Clear Lake (TX) University of Maine at Fort Kent (ME) University of Maryland Baltimore County (MD) University of Montevallo (AL) University of Nebraska at Omaha (NE) University of Nevada, Las Vegas (NV) University of North Carolina at Asheville (NC) University of North Carolina at Charlotte (NC) University of North Carolina at Greensboro (NC) University of North Carolina at Wilmington (NC) University of Northern Colorado (CO) University of Northern Iova (IA) University of North Texas (TX) University of Pittsburgh at Bradford (PA) University of Pittsburgh at Johnstown (PA) University of Science and Arts of Oklahoma (OK) University of South Alabama, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Spartanburg (SC) University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Maine (ME) University of Southern Mississippi (MS) University of Southwestern Louisiana (LA) University of Tennessee at Chattanooga (TN) University of Tennessee at Martin (TN) University of Texas at Dallas (TX) University of Texas at San Antonio (TX) University of Texas at Tyler, The (TX) University of the Virgin Islands--St. Croix University of the Virgin Islands--St. Thomas University of Wisconsin--Eau Claire (WI)

University of Wisconsin--Green Ray (WI)



University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (WI) University of Wisconsin--Plattville (WI) Valdosta State College (GA) Valley City State University (ND) Washburn University of Topeka (KS) Wayne State College (NE) Weber State College (!T) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) West Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CT) Western Illinois University (IL) Western Rentucky University (RY) Western Michigan University (MI) Western Oregon State College (OR) Western State College of Colorado (CO) Wichita State University, (KS) William Paterson College (NJ) Winston-Salem State University (NC)

**TOTAL: 210** 



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### APPENDIX C

### CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

### Participating Institutions

| Abilene Christian University (TX)              | Central College (IA)                      |
|--|---|
| Albertus Magnus College (CT)                   | Central Methodist College (MO)            |
| Albion College (MI)                            | Central Wesleyan College (SC)             |
| Alfred University (NY)                         | Chapman College (PA)                      |
| Allegheny College (PA)                         | Christian Brothers College (TN)           |
| Allentown College of St. Francis de Sales (PA) | Clark University (MA)                     |
| Aims College (MI)                              | Cogswell Polytechnical University (CA)    |
| American University, The (DC)                  | Coker College (SC)                        |
| Amherst College (MA)                           | College of Mount Saint Vincent (NY)       |
| Anna Maria College (MA)                        | College of Mount St. Joseph (OH)          |
| Aquinas College (MI)                           | College of Saint Mary (NE)                |
| Arkansas College (AR)                          | College of St. Scholastica (MN)           |
| Asbury College (KY)                            | College of St. Thomas (MN)                |
| Ashland University (OH)                        | College of the Holy Cross (MA)            |
| Augustana College (IL)                         | College of Wooster, The (OH)              |
| Aurora University (IL)                         | Concordia College (MN)                    |
| Avila College (NO)                             | Concordia College (NY)                    |
| Azusa Pacific University (CA)                  | Concordia Teachers College (NE)           |
| Babson College (NA)                            | Cornell College (IA)                      |
| Baldwin-Wallace College (OH)                   | Covenant College (GA)                     |
| Bard College (NY)                              | D'Youville College (NY)                   |
| Barry University (FL)                          | Daniel Webster College (NH)               |
| Beaver College (PA)                            | David Lipscomb College (TN)               |
| Bellarwine College (KY)                        | Defiance College, The (OH)                |
| Bellevue College (NE)                          | Depaul University (IL)                    |
| Benedictine College (RS)                       | Dickinson College (PA)                    |
| Bethune-Cookman College (FL)                   | Doane College (NE)                        |
| Birmingham-Southern College (AL)               | Dominican College of Blauvelt (NY)        |
| Boston University (MA)                         | Dordt College, Inc. (IA)                  |
| Bradley University (IL)                        | Drake University (IA)                     |
| Briar Cliff College (AL)                       | Drew University (NJ)                      |
| Bridgewater College (VA)                       | Drury College (MO)                        |
| Brigham Young University (UT)                  | Eastern Mennonite College and             |
| Bryant College (RI)                            | Seminary (VA)                             |
| Bryn Mawr College (PA)                         | Eckerd College (FL)                       |
| Bucknell University (PA)                       | Elmhurst College (IL)                     |
| Butler University (IN)                         | Elmira College (NY)                       |
| Cabrini College (PA)                           | Embry-Riddle Aeronautical University (FL) |
| Canisius College (NY)                          | Emerson College (MA)                      |
| Capital University (OH)                        | Emory & Henry College (VA)                |
| Carroll College (MT)                           | Eureka College (IL)                       |
| Carroll College (WI)                           | Fairfield University (CI)                 |
| Catawba College (NC)                           | Ferrum College (VA)                       |
| Catholic Theological Union (IL)                | Fontbonne College (MO)                    |
| Catholic University of America, The (DC)       | Franklin and Marshall College (PA)        |
| Cedar Crest (PA)                               | Furman University (SC)                    |
| Cedarville College (OH)                        | George Fox College (OR)                   |
| <del></del>                                    | ACASED TON ANTERE (AN)                    |



Participating Institutions (continued): George Washington University, The (DC) Georgetown University (DC) Georgian Court College (PA) GMI Engineering & Management Institute (MI) Gonzaga University (WA) Gordon-Conwell Theological Seminary (MA) Grace College & Theological Seminary (IN) Guilford College (NC) Hamline University (MN) Hampton University (VA) Hawaii Pacific College (HI) Reidelberg College (OH) Hiram College (OH) Holy Names College (CA) Hood College (ND) Huston-Tillotson College (TX)

Iona College (NY) Ithaca College (NY)

John Carroll University (OH) Johns Hopkins University, The (MD)

Juniata College (PA) Kalamazoo College (MI) Kenyon College (OH) King's College (PA) La Roche College (PA) Le Tourneau College (TX) Lebanon Valley College (PA) Lewis & Clark College (OR)

Lincoln Memorial University (TN)

Linfield College (OR) Loras College (IA) Louisiana College (LA) Loyola College in Maryland (MD)

Luther College (IA)

Lucheran Theological Seminary at Gettysburg (FA)

Lycoming College (PA) Lynchburg College (VA) Madonna College (NI) Malone College (OH)

Manhattan Christian College (KS)

Manhattanville College (NY)

Marietta College (OH) Marist College (NY) Mars Hill College (NC) Mary Baldwin College (VA) Marymount College (NY) Marywood College (PA)

Memphis Theological Seminary (TN)

Mercer University (GA) Mercy College (NY)

Mercy College of Detroit (MI)

Meredith College (NC) Merrimack College (MA) Milliken University (IL)

Missouri Baptist College (MO)

Monmouth College (NJ) Moravian College (PA) Morris Brown College (GA) Mount Mercy College (IA)

Mount Saint Mary's College (MD) Hount St. Clare College (IA) Mount Union College (OH) Mount Vernon College (DC) Muskingum College (OH)

Nazarene Theological Seminary (MO)

Neumann College (PA) North Central College (IL) Northeastern University (MA) Northland College (WI) Northwestern College (IA) Northwestern College (MN) Norwich University (VT)

Notre Dame College (NH) Notre Dame College (OH) Notre Dame Seminary (LA) Ohio Northern University (OH)

Ottawa University (KS) Otterbein College (OH)

Our Lady of the Holy Cross College (LA) Our Lady of the Lake University (TX)

Paine College (GA)

Palm Beach Atlantic College (FL)

Park College (MO)

Parks College of St. Louis University (IL)

Pepperdine University (CA) Piedmont College (GA) Pikeville College (KY) Polytechnic University (NY) Presbyterian College (SC) Principia College (IL) Quincy College (IL)

Randolph-Macon Woman's College (VA)

Reed College (OR)

Reformed Bible College (MI)

Regis College (MA)

Rensselaer Polytechnic Institute (NY) Rhode Island School of Design (RI)

Rider College (NJ) Roanoke College (VA) Rockford College (IL) Rockhurst College (MO) Rocky Mountain College (MT)



Rose-Hulman Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CT) Saint John's University (MN) Saint Joseph College (CT) Saint Joseph's College (IN) Saint Mary's College (MI) Saint Mary's College (MN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Michael's College (VT) Salem College (NC) School of the Ozarks, The (MO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siena College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spalding University (KY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (KY) Tri-State University (IN) Trinity College (DC) Trinity College of Vermont (VT) Trinity University (TX) United Theological Seminary of the Twin Cities (MN) University of Charleston, The (SC) University of Dayton (OH) University of Detroit (MI) University of Dubuque Theological Seminary (IA) University of Findlay, The (OH) University of Hartford (CT)

University of La Verne (CA) University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (CH) University of San Diego (CA) University of the South (TN) University of Tulsa (OK) Valparaiso University (IN) Viterbo College (WI) Walsh College (OH) Washington and Jefferson College (PA) Washington Bible College (MD) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Maryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

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FACULTY IN NURSING

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FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Fredel T. Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including nursing. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of nursing in the CIP is as follows:

An instructional program that generally describes the techniques and procedures for providing care for sick, disabled, infirm, or other individuals, including the administration of medication and treatments, assisting a physician during treatments and examinations, and planning education for health maintenance.\*

[\*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 101.--18.11)]



This article presents a summary of the overall average salary increases in the discipline/major field of nursing from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of nursing faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of the salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty member are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .21 for associate professor of nursing in the 1986-87 state study means that 21 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.98 for assistant professors in the discipline/major field of nursing in the 1986-87 state study means that their salaries are 2 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of nursing with the entire data base for each study.



|   | PROF<br>SALARY NUM N/IN   |              |    | AS<br>PR<br>SALARY | OF      | ASST ASST PROF PROF SALARY NUM N/IN SALARY NUM N/IN |        |      |          |      |    | UCTOR<br>NUM N |      |    | RANKS<br>NUM N/IN |       |     |
|---|---|--------------|----|--------------------|---------|---|--------|------|----------|------|----|----------------|------|----|-------------------|-------|-----|
| STATE.  | DISCIPLINE: HEALTH SCIENCES STATE, 1986-87: MAJOR FIELD: NURSING, GENERAL   |              |    |                    |         |   |        |      |          |      |    |                |      |    |                   |       |     |
| AVERAGE<br>SALARY:  | 40630   | 129          | 58 | 32183              | 450 114 | 26477   | 1071   | 133  | 27621    | 85   | 56 | 21970          | 452  | 95 | 27598             | 2102  | 136 |
| FAC MIX<br>PCT:<br>SALARY   | 0.06  |              |    | 0.21               |         | 0.51  |        |      | 0.04     |      |    | 0.22           |      |    | 1.00              |       |     |
| FACTOR:   | 1.02  |              |    | 0.98               |         | 0.98  |        |      | 1.05     |      |    | 1.02           |      |    | 0.85              |       |     |
| ALL MAJOR FIELDS  |   |              |    |                    |         |   |        |      |          |      |    |                |      |    |                   |       |     |
| AVERAGE<br>SALARY:<br>FAC MIX   | 39819   | 17564        |    | 32676              | 15205   | 27122   | 14268  |      | 26202    | 1869 |    | 21466          | 4423 | ı  | 32611             | 51460 | 210 |
| PCT:  | 0.34  |              |    | 0.30               |         | 0.28  |        |      | 0.04     |      |    | 0.09           |      |    | 1.00              |       |     |
| DISCIPLINE: HEALTH SCIENCES  STATE, 1989-50: MAJOR FIELD: NURSING, GENERAL  AVERAGE |   |              |    |                    |         |   |        |      |          |      |    |                |      |    |                   |       |     |
| SALARY:<br>FAC MIX  | 47156   | 156          | 73 | 37137              | 513 122 | 30666   | 1052   | 132  | 29197    | 98   | 61 | 25601          | 379  | 93 | 32557             | 2100  | 140 |
| PCT:<br>SALARY  | 0.07  |              |    | 0.24               |         | 0.50  |        |      | 0.05     |      |    | 0.18           |      |    | 1.00              |       |     |
| FACTOR:   | 1.00  |              |    | 0.97               |         | 0.96  |        |      | 1.12     |      |    | 1.04           |      |    | 0.85              |       |     |
|   |   |              |    |                    |         |   | ALL MA | JOR  | FIELDS   |      |    |                |      |    |                   |       |     |
| AVERAGE<br>SALARY:<br>FAC MIX   | 47023   | 18930        |    | 38352              | 15550   | 31853   | 16354  |      | 26030    | 2865 |    | 24499          | 4733 |    | 38213             | 55567 | 210 |
| PCT:  | 0.34  |              |    | 0.28               |         | 0.29  |        |      | 0.05     |      |    | 0.09           |      |    | 1.00              |       |     |
| PRIVATE<br>AVERAGE  |   | -87 <u>:</u> | ,  | -                  |         |   |        |      | LTH SCIE |      |    |                |      |    | _                 |       |     |
| SALARY:<br>FAC NIX  | 385 <b>66</b>   | 68           | 40 | 29354              | 263 68  | 24340   | 521    | 85   | 24447    | 61   | 31 | 21333          | 197  | 55 | 25954             | 1049  | 92  |
| PCT:<br>SALARY  | 0.06  |              |    | 0.25               |         | 0.50  |        |      | 0.06     |      |    | 0.19           |      |    | 1.00              |       |     |
| FACTOR:   | 0.96  |              |    | 0.94               |         | 0.96  |        |      | 0.98     |      |    | 1.04           |      |    | 0.83              |       |     |
|   | _   |              |    |                    |         |   | ALL M  | LJOR | FIELDS   |      |    |                |      |    |                   |       |     |
| AVERAGE<br>SALARY:<br>FAC MIX   | 40015   | 8507         |    | 31131              | 8438    | 25483   | 8319   |      | 24917    | 1279 |    | 20566          | 1989 | ,  | 31411             | 27249 | 265 |
| PCT:  | 0.31  |              |    | 0.31               |         | 0.31  |        |      | 0.05     |      |    | 0.07           |      |    | 1.00              |       |     |
| <u>PRIVATE</u><br>AVERAGE   | DISCIPLINE: HEALTH SCIENCES PRIVATE, 1989-90: MAJOR FIELD: NURSING, GENERAL |              |    |                    |         |   |        |      |          |      |    |                |      |    |                   |       |     |
| SALARY:<br>FAC MIX  | 41262   | 99           | 48 | 33072              | 215 67  | 28318   | 426    | 81   | 27570    | 37   | 29 | 24321          | 143  | 48 | 30279             | 883   | 89  |
| PCT:<br>SALARY  | 0.11  |              |    | 0.24               |         | 0.48  |        |      | 0.04     |      |    | 0.16           |      |    | 1.00              |       |     |
| FACTOR:   | 0.87  |              |    | 0.90               |         | 0.92  |        |      | 0.93     |      |    | 1.01           |      |    | 0.81              |       |     |
| ALL MAJOR FIELDS  |   |              |    |                    |         |   |        |      |          |      |    |                |      |    |                   |       |     |
| AVERAGE<br>SALARY:  | 47397   | 902f         | ,  | 36865              | 8771    | 30621   | 9004   |      | 29780    | 1476 |    | 24196          | 1808 | 3  | 37422             | 28609 | 265 |
| FAC MIX   | 0.32  |              |    | 0.31               |         | 0.31  |        |      | 0.05     |      |    | 0.06           |      |    | 1.00              |       |     |



Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 136 of the 210 state (AASCU) institutions. The average salary of the 2,102 faculty was \$27,598. This average salary was approximately 15 percent (0.85%) lower than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1987-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of nursing was reported in 140 of the same 210 state (AASCU) institutions. The average salary of the 2,100 faculty was \$32,557. This average salary was approximately 15 percent (0.85%) lower than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in nursing after three years in the state institutions studied was 18.0 percent (\$32,557 minus \$27,598 equals \$4,959). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.2 percent or an average of 1.4 percent each year above the cost-of-living.



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The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of nursing (18.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percentage points (18.0% minus 17.2% equals 0.8%) less than faculty in the discipline/major field of nursing. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in nursing is lower at the professor rank than at the assistant professor rank in both the state studies: 0.06 vs 0.51 (1986-87) and 0.07 vs 0.50 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to nursing in both of the state studies.

Finally, the hiring rate of new assistant professors in nursing is high in the state studies: 4.0 percent (85/2,102) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in nursing in 1989-90 was 4.7 percent (98/2,100) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of nursing is more than for ALL MAJOR FIELDS in 1985-86 and less in 1988-89.

### RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 92 of the 265 private institutions. The average salary of the 1,049 faculty was \$25,954. This average salary was approximately 13 percent (0.87%) lower than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of nursing was reported in 89 of the same 265 private institutions. The average salary of the 883 faculty was \$30,422. This average salary was approximately 19 percent (0.81%) lower than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in nursing after three years in the private institutions studied was 16.7 percent (\$30,279 minus \$25,954 equals \$4,325). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 2.9 percent or .97 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of nursing (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.4 percent (19.1% minus 16.7% equals 2.4%) more than faculty in the discipline/major field of nursing. The inflation-adjusted increase for faculty in



ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

In the discipline/major field of nursing, the reader may note that the faculty mix percentage at the professor rank is much less than at the assistant professor rank in the private studies: 0.06 vs. 0.50 (1986-87), respectively; and 0.11 vs. 0.48 (1989-90), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to nursing in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in nursing was greater than the hiring rate in ALL MAJOR FIELDS in the 1986-87 private study, 5.8 percent (61/1,049) vs. 4.7 percent (1,279/27,249), respectively. The opposite is true in 1989-90, 4.2 percent (37/883) vs. 5.2 percent (1,476/28,609), respectively. In conclusion the hiring rate in the discipline/major field of nursing exceeds ALL MAJOR FIELDS in the 1986-87 private study. Conversely, in the 1989-90 private study the hiring rate in ALL MAJOR FIELDS is greater.

### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of nursing and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,134 (3.8%) faculty in the



discipline/major field of nursing participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of nursing is currently (1989-90) some 15 and 19 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for nursing in the private institutions was approximately 6 percent less in comparison to that in the state institutions in 1986-87 and in 1989-90. The average faculty salary in the private institutions is now (1989-90) approximately 8 percentage points less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in nursing, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Nursing faculty salary increases in the private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period and just the opposite occurred in the state institutions. Nursing faculty salaries were behind that of faculty in ALL MAJOR FIELDS.

Third, in the "new" discipline/major field of nursing there is a greater percentage of faculty in the assistant professor rank compared to full and associate professor ranks for both the state and private studies. The full professor rank appears to be increasing slightly more rapidly in the private



institutions, in comparison to the state institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in nursing, and in other disciplines/major fields, on an annual basis.

Richard C. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Fredel T. Reighard is coordinator of the Nursing Education Options Program at Caldwell Community College and Technical Institute, Lenoir, North Carolina.

### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13



#### APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

PHILOSOPHY AND RELIGION

BUSINESS ADMINISTRATION AND MANAGEMENT

PHYSICAL EDUCATION

BUSINESS AND MANAGEMENT

PHYSICAL SCIENCES

BUSINESS ECONOMICS

**PHYSICS** 

CHEMISTRY

POLITICAL SCIENCE AND GOVERNMENT

COMMUNICATION TECHNOLOGIES

**PSYCHOLOGY** 

COMMUNICATIONS

READING EDUCATION

COMPUTER & INFORMATION SCIENCES

SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION

SOCIOLOGY

DRAMATIC ARTS

SPECIAL EDUCATION

DRAWING

SPEECH PATHOLOGY/AUDIOLOGY

EDUCATION

STUDENT COUNSELING AND PERSONNEL

SERVICES

ENGINEERING

VISUAL AND PERFORMING ARTS

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

TOTAL: 36

MUSIC

NURS ING



#### APPENDIX B

### CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

### Participating Institutions

Adams State College (CO) Alabama State University (AL) Albany State College (GA) Angelo State University (TX) Appalachian State University (NC) Arkansas Tech University (AR) Auburn University at Hontgomery (AL) Augusta College (GA) Austin Pear State University (IN) Ball State University (IN) Bemidji State University (MN) Black Hills State University (SD) Bluefield State College (WV) Bridgewater State College (MA) California State University, Bakersfield (CA) California State University, Nayward (CA) California University of Pennsylvania (PA) Castleton State College (VI) Central Connecticut State University (CI) Central Missouri State University (MO) Central State University (OR) Central Washington University (WA) Chadron State College (NE) Christopher Newport College (VA) Citadel, (The) Hilltary College of South Carolina (SC) Clarion University of Permsylvania (PA) Cleveland State University (OII) College of Staten Island, The (MT) Columbus College (GA) Delta State University (MS) Dickinson State University (ND) East Central University (OR) East Tennessee State University (IN) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CI) Eastern Illinois University (IL) Eastern Washington University (WA) Edinboro University of Pennsylvania (PA) Fitchburg State College (MA) Plorida Atlantic University (FL) Fort Rays State University (RS) Francis Harion College (SC) Frostburg State University (HD) George Mason University (VA)

Georgia College (GA) Georgia Southern College (GA) Gienville State College (WV) Grambling State University (IA) Grand Valley State University (HI) Harris-Stove State College (MO) Henderson State University (AR) Ikanacso University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (FA) Jackson State University (HS) Jacksonville State University (AL) James Madison University (WV) Rearney State College (NE) Reens State College (NH) Rennesav State University (GA) Rent State University (OII) Lake Superior State University (NI) Lamar University -- Beaumont (TX) Lander College (SC) Lewis-Clark State College (ID) Lincoln University (MO) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport (LA) Louisiana Tech University (LA) Maine Maritime Academy (MK) Hansfield University of Pennsylvania (PA) Harshall University (WV) Hary Washington College (VA) Mayville State University (ND) Hemphis State University (IN) Mesa State College (CO) Hetropolitan State College (CD) Metropolitan State University (MN) Hiddle Tennessee State University (TN) Millersville University of Pennsylvania (KY) Hississippi University for Women (MS) Hissouri Southern State College (HO) Hissouri Western State College (HO) Montana College of Hineral Science & Technology (HI) Hontclair State Collega (NJ) Moorhead State University (MN)

Morehead State University (KY)



Morgan State University (MD) Murray State University (RY) New Hexico Highlands University (RH) North Adams State College (NA) North Carolina Central University (NC) Northeast Louisians University (LA) Mortheast Hissouri State University (MO) Northeastern Illinois University (IL) Rortheastern State University (OR) Morthern Arizona University (AZ) Northern Illinois University (IL) Northern Rentucky University (RT) Morthern Michigan University (MI) Morthern State University (SD) Oakland University (HI) Old Dominion University (VA) Peru State College (NE) Pittsburg State University (RS) Plymouth State College (NR) Portland State University (OR) Radford University (VA) Rhode Island College (RI) Saginaw Valley State University (MI) Sales State College (NA) Sam Houston State University (TX) San Diego State University (CA) Sangamon State University (1L) Shepherd College (WV) Shippensburg University of Pennsylvania (PA) Slippery Rock University of Pennsylvania (PA) Sonoma State University (CA) South Dakota School of Hines & Technology (SD) Southeast Missouri State University (MO) Southeastern Louisians University (LA) Southeastern Massachusetts University (MA) Southern College of Technology (GA) Southern Illinois University at Carbondale (IL) Southern Illinois University at Edwardsville (IL) Southern Oregon State College (OR) Southwest Missouri State University (MO) Southwest State University (MN) Southwest Texas State University (TX) Southwestern Okiahoma State University (OK) St. Cloud State University (HM) State University of New York College #t Brockport (NY) State University of New York College at Buffalo (NY) State University of New York College at fradonia (NY) State University of New York College at Old Westbury (NY)

State University of New York College at Potedem (NY) Stephen P. Austin University (TX) Sul Ross State University (TX) Tennessee Technological University (TN) Texas A&I University (TX) Texas ASH University at Galveston (TX) Texas Woman's University (TX) Towson State University (HD) Troy State University (AL) University of Akron, The (OII) University of Arkansas at Little Rock (AR) University of Arkansas at Honticello (AR) University of Central Arkansas (AR) University of Colorado at Colorado Springs (CO) University of Colorado at Denver (CO) University of Houston--Clear Lake (TX) University of Maine at Fort Kent (ME) University of Haryland Baltimore County (MD) University of Hontevallo (AL) University of Nebraska at Omaha (NE) University of Nevada, Las Vegas (NV) University of North Carolina at Asheville (NC) University of North Carolina at Charlotte (NC) University of North Carolina at Greensboro (NC) University of North Carolina at Wilmington (NC) -University of Morthern Colorado (CO) University of Northern Iowa (IA) University of North Texas (IX) University of Pittsburgh at Bradford (PA) University of Pittsburgh at Johnstown (PA) University of Science and Arts of Okiahoma (OR) University of South Alabama, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Spartanburg (SC) University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Haine (ME) University of Southern Hississippi (MS) University of Soutinestern Louisiana (LA) University of Tennessee at Chattanooga (IN) University of Tennessee at Martin (IN) University of Texas at Dailas (IX) University of Texas at San Antonio (TX) University of Texas at Tyler, The (TX) University of the Virgin Islands--St. Croix University of the Virgin Islands--St. Thomas University of Wisconsin--Pau Claire (WI) University of Wisconsin--Green Bay (WI)



University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (WI) University of Wisconsin--Plattville (WI) Valdosta State Co!lege (GA) Valley City State University (ND) Washburn University of Topeka (RS) Wayne State College (NE) Weber State College (UT) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) West Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CT) Western Illinois University (IL) Western Kentucky University (KY) Western Hichigan University (MI)" Western Oregon State College (OR) Western State College of Colorado (CO) Wichita State University, (RS) William Paterson College (NJ) Winston-Sales State University (NC)

TOTAL: 210

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#### APPENDIX C

### CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

### Participating Institutions

Abilene Christian University (TX) Central College (IA) Central Methodist College (MO) Albertus Magnus College (CI) Albion College (HI) Central Wesleyan College (SC) Alfred University (NY) Chapman College (PA) Allegheny College (PA) Christian Brothers College (IN) Allentown College of St. Francis de Sales (PA) Clark University (MA) Cogswell Polytechnical University (CA) Alma College (HI) American University, The (DC) Coker College (SC) Asherst College (NA) College of Hount Saint Vincent (NY) Anna Haria College (HA) College of Hount St. Joseph (OH) Aquinas College (MI) College of Saint Mary (NE) Arkansas College (AR) College of St. Scholastica (MN) Asbury College (RY) College of St. Thomas (MN) Ashland University (OH) College of the Roly Cross (MA) College of Wooster, The (OH) Augustana College (IL) Aurora University (IL) Concordia College (FN) Avila College (MO) Concordia College (NY) Azusa Pacific University (CA) Concordia Teachers College (NE) Babson College (MA) Cornell College (IA) Baldwin-Wallace College (OH) Covenant College (GA) Bard College (NY) D'Youville College (NY) Barry University (FL) Daniel Webster College (NII) David Lipscomb College (TN) Beaver College (PA) Bellarmine College (KY) Defiance College, The (OH) Bellevue College (NE) Depaul University (IL) Benedictine College (KS) Dickinson College (PA) Bethune-Cooksan College (FL) Doane College (NE) Birmingham-Southern College (AL) Dominican College of Blauvelt (NY) Boston University (HA) Dordt College, Inc. (IA) Bradley University (IL) Drake University (IA) Briar Cliff College (AL) Drew University (NJ) Bridgewater College (VA) Drury College (MO) Brigham Young University (UI) Eastern Mennonite College and Bryant College (RI) Seminary (VA) Bryn Mawr College (PA) Eckerd College (FL) Bucknell University (PA) Elmhurst College (IL) Butler University (IN) Elmira College (NY) Cabrini College (PA) Embry-Riddle Aeronautical University (FL) Canisius College (NY) Emerson College (MA) Capital University (OH) Emory & Henry College (VA) Carroll College (MT) Eureka College (IL) Carroll College (WI) Fairfield University (CI) Catavba College (NC) Ferrus College (VA) Catholic Theological Union (IL) Fontbonne College (MO) Catholic University of America, The (DC) Franklin and Marshall College (PA) Cedar Crest (PA) Furnan University (SC) Cedarville College (OH) George Fox College (OR)



George Washington University, The (DC) Georgetown University (DC) Georgian Court College (PA) CMI Engineering & Management Institute (MI) Gonzaga University (WA) Gordon-Conwell Theological Seminary (MA) Grace College & Theological Seminary (IN) Guilford College (NC) Hamline University (MN) Hampton University (VA) Hawaii Pacific College (HI) Heidelberg College (OH) Hiram College (OH) Holy Names College (CA) Hood College (MD) Huston-Tillotson College (TX) Iona College (NY) Ithaca College (NY) John Carroll University (OH) Johns Hopkins University, The (MD) Juniata College (PA) Ralamazoo College (MI) Kenyon College (OH) King's College (PA) La Roche College (PA) Le Tourneau College (TX) Lebanon Valley College (PA) Levis & Clark College (OR) Lincoln Hemorial University (TN) Linfield College (OR) Loras College (IA) Louisiana College (LA) Loyola College in Maryland (MD) Luther College (IA) Lutheran Theological Seminary at Gettysburg (PA) Lycoming College (PA) Lynchburg College (VA) Madonna College (MI) Malone College (OH) Manhattan Christian College (RS) Manhattanville College (NY) Marietta College (OH) Marist College (NY) Mars Hill College (NC) Mary Baldwin College (VA) Marywount College (NY) Marywood College (PA) Memphis Theological Seminary (TN) Mercer University (GA) Mercy College (NY) Mercy College of Detroit (MI)

Meredith College (NC) Merrimack College (MA) Milliken University (IL) Missouri Baptist College (MO) Monmouth College (NJ) Moravian College (PA) Morris Brown College (GA) Mount Mercy College (IA) Mount Saint Mary's College (MD) Hount St. Clare College (IA) Hount Union College (OH) Mount Vernon College (DC) Muskingum College (OH) Nazarene Theological Seminary (MO) Neumann College (PA) North Central College (IL) Northeastern University (MA) Northland College (WI) Northwestern College (IA) Northwestern College (MN) Norwich University (VI) Notre Dame College (NH) Notre Dame College (OH) Notre Dame Seminary (LA) Ohio Northern University (OH) Ottawa University (RS) Otterbein College (OH) Our Lady of the Holy Cross College (LA) Our Lady of the Lake University (TX) Paine College (GA) Palm Beach Atlantic College (FL) Park College (MO) Parks College of St. Louis University (IL) Pepperdine University (CA) Piedmont College (GA) Pikeville College (KY) Polytechnic University (NY) Presbyterian College (SC) Principia College (IL) Quincy College (IL) Randolph-Macon Woman's College (VA) Reed College (OR) Reformed Bible College (MI) Regis College (MA) Rensselaer Polytechnic Institute (NY) Rhode Island School of Design (RI) Rider College (NJ) Roanoke College (VA) Rockford College (1L) Rockhurst College (MO) Rocky Mountain College (MT)

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Rose-Hulman Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CT) Saint John's University (MN) Saint Joseph College (CT) Saint Joseph's College (IN) Saint Mary's College (MI) Saint Mary's College (NN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Michael's College (V') Salem College (NC) School of the Ozarks, The (MO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siena College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spalding University (KY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (KY) Tri-State University (IN) Trinity College (DC) Trinity College of Vermont (VT) Trinity University (TX) United Theological Seminary of the Twin Cities (MN) University of Charleston, The (SC) University of Dayton (OH) University of Detroit (MI) University of Dubuque Theological Seminary (IA) University of Findlay, The (OH) University of Hartford (CT)

University of La Verne (CA) University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (OH) University of San Diego (CA) University of the South (TN) University of Tulsa (OK) Valparaiso University (IN) Viterbo College (WI) Walsh College (OH) Washington and Jefferson College (PA) Washington Bible College (MD) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Maryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

**TOTAL: 265** 



# SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION

## FOR THE YEARS

## 1986-87 AND 1989-90

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full time teaching faculty in 36 selected academic disciplines including philosophy and religion. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of philosophy and religion in the CIP is as follows:

A summary of groups of instructional programs that describe the critical examination of the categories for describing reality, the nature and contexts of human experience, the methodology of rational inquiry and criteria of practice (philosophy); and the investigation of organized forms, beliefs, and practices related to eternal principles or transcendent spiritual entities (religion).\*

[\*Gerald S. Malitz, A <u>Classification of Instructional Programs</u> (Washington, DC.: National Center for Education Statistics, [1985], p. 127-8.--38.)]

This article presents a summary of the overall average salary increases in



the discipline/major field of philosophy and religion from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and prive institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year". Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of philosophy and religion faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT, (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

2



The "N/IN" means the number of institutions that reported salary data for a .ven academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor of philosophy and religion in the 1986-87 state study means that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.93 for assistant professors in the discipline/major field of philosophy and religion in the 1985-86 state study means that their salaries are 7 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of philosophy and religion with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90

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| PROF<br>SALARY NUM N/IN |               |                        |                     |             |            |        |                         |                 | NEW<br>ASST<br>PROF<br>SALARY NUM N/IN |                         |                | INSTRUCTOR<br>SALARY NUM N/IN |       |             | ALL RANKS<br>SALARY NUM N/IN |       |        |       |
|-------------------------|---------------|------------------------|---------------------|-------------|------------|--------|-------------------------|-----------------|--|-------------------------|----------------|-------------------------------|-------|-------------|------------------------------|-------|--------|-------|
| STATE.                  | 1986          | -87                    | <u>.</u>            |             |            | r<br>M | ISCIPLINE<br>AJOR FIEL  | : PHI           | Loso<br>(Los                           | PHY AND R<br>OPHY AND I | eligi<br>Relig | on<br>Ion                     |       |             |                              |       |        |       |
| AVERAG                  |               | 87                     | 313 108             | 31529       | 26         | 6 109  | 25109                   | 157             | 77                                     | 22767                   | 30             | 21                            | 20246 | 10          | 9                            | 33239 | 746    | 141   |
| FAC MI<br>PCT:          |               |                        | <b></b>             | 0.36        |            |        | 0.21                    |                 |  | 0.04                    |                |                               | 0.01  |             |                              | 1.00  |        |       |
| SALARY                  | 7             |                        |                     | 0.96        |            |        | 0.93                    |                 |  | 0.87                    |                |                               | 0.94  |             |                              | 1.02  |        |       |
| FACTOR                  | k: 0.         | 40                     |                     | 0.50        | •          |        |                         | AT.T. M         | A.TOR                                  | FIELDS                  |                |                               |       |             |                              |       |        |       |
|                         |               |                        |                     |             |            |        |                         |                 |  |                         |                |                               |       |             |                              |       |        |       |
| AVERAC<br>SALAR         | <b>:</b> 398  | 19                     | 17564               | 32676       | 5 152      | :05    | 27122                   | 14268           | 1                                      | 26202                   | 1869           |                               | 21466 | 442         | 3                            | 32611 | 51460  | 210   |
| FAC MI<br>PCT:          |               | 34                     |                     | 0.30        | )          |        | 0.28                    |                 |  | 0.04                    |                |                               | 0.09  |             |                              | 1.00  |        |       |
| PUBLIC                  | C. 198        | 19-9                   | 90:                 |             |            | 1      | DISCIPLIN<br>MAJOR FIEL | C: PHI<br>D: PH | LOSC                                   | OPHY AND R              | ELIGI<br>RELIG | ON<br>ION                     |       |             |                              |       |        |       |
| AVERA                   | GE            |                        | 348 12              | 3715        | 22         | 26 9   | 7 30084                 | 176             | 88                                     | 28783                   | 34             | 27                            | 24512 | 35          | 28                           | 39455 | 785    | 149   |
| FAC M                   |               | 44                     |                     | 0.2         | 9          |        | 0.22                    |                 |  | 0.04                    |                |                               | 0.04  |             |                              | 1.00  |        |       |
| SALAR'                  |               | .00                    |                     | 0.9         | 7          |        | 0.94                    |                 |  | 1.11                    |                |                               | 1.00  |             |                              | 1.03  |        |       |
| 11141                   | -             |                        |                     |             |            |        |                         | ALL N           | AJOE                                   | FIELDS                  |                |                               |       |             |                              |       |        |       |
| 4 F PT WO A             | œ             |                        |                     |             |            |        |                         |                 |  |                         |                |                               |       |             |                              |       |        |       |
|                         | Y: 47         | )2 <b>3</b>            | 18930               | 3835        | 2 15       | 550    | 31853                   | 1635            | 4                                      | 26030                   | 2865           |                               | 24499 | 473         | 33                           |       | 55567  | 210   |
| FAC M<br>PCI:           |               | . 34                   |                     | 0.2         | 8          |        | 0.29                    |                 |  | 0.05                    |                | _                             | 0.09  |             | _                            | 1.00  |        | -     |
|                         |               | •                      |                     | <del></del> | 100        |        | DISCIPLIN               | F. PH           | 71.05                                  | OPHY AND                | RELIG          | ION                           |       |             |                              |       |        |       |
| PRIVA                   | TE. 1         | 9 <u>86</u>            | -87:                |             |            |        | MAJOR FIE               | LD: PI          | illo                                   | SOPHY AND               | RELI           | GION                          |       |             |                              |       |        |       |
| AVERA<br>SALAR          |               | 470                    | 50C 18              | 15 2964     | 7 3        | 61 15  | 54 23745                | 297             | 130                                    | 21845                   | 47             | 37                            | 19313 | 50          | 41                           | 30592 | 1208   | 226   |
| FAC M                   | IIX           | .41                    |                     | 0.3         | 0          |        | 0.25                    | i               |  | 0.04                    |                |                               | 0.04  |             |                              | 1.00  | ı      |       |
| SALAF                   |               |                        |                     | 0.9         | 5          |        | 0.93                    | <b>.</b>        |  | 0.88                    |                |                               | 0.94  |             |                              | 0.97  | i      |       |
| 17,020                  |               |                        |                     |             |            |        |                         | ALL             | OLAM                                   | R FIELDS                |                |                               |       |             |                              |       |        |       |
|                         |               |                        |                     |             |            |        |                         |                 |  |                         |                |                               |       |             |                              |       |        |       |
|                         | RY: 40        | 015                    | 8507                | 3113        | 31 8       | 438    | 25483                   | 831             | .9                                     | 24917                   | 1279           | ,                             | 20566 | 19          | 85                           |       | 27249  | 265   |
| FAC PCT:                |               | .31                    | L                   | 0.3         | 31         |        | 0.3                     | i               |  | 0.05                    |                |                               | 0.07  | '           |                              | 1.00  | )      |       |
|                         | 1             |                        |                     |             |            |        | DISCIPLIA               | NE: PE          | ILLOS                                  | SOPHY AND<br>SOPHY AND  | RELIC<br>RELI  | GION                          | N     |             |                              |       |        |       |
| AVER                    | ate. ]<br>Age |                        |                     |             |            |        |                         |                 |  |                         |                |                               |       | <b>.</b> 37 | 2.7                          | 3580  | 3 128  | 2 237 |
| SALA!<br>FAC            | XIM           |                        | 3 512 1             |             |            | 370 1  |                         | 5 363           | , 15:                                  |                         | 63             | J-4                           | 0.03  |             |                              | 1.0   |        |       |
| PCT:<br>SALA            | RY (          | ).40                   |                     | 0.          |            |        | 0.2                     |                 |  | 0.05                    |                |                               | 0.96  |             |                              | 0.9   |        |       |
| FACT                    | OR:           | 9.9                    | 1                   | 0.          | 94         |        | 0.9                     |                 |  | 0.89                    |                |                               | 0.90  | 3           |                              | 0.7   | •      |       |
|                         |               |                        |                     |             |            |        |                         | ALL             | MAJ(                                   | OR FIELDS               |                |                               |       |             |                              |       |        |       |
| AVER                    |               | 700                    | 7 0004              | 340         | <b>6</b> 5 | 8771   | 3062                    | 1 90            | 04                                     | 29780                   | 1476           |                               | 2419  | 6 18        | 308                          | 3742  | 2 2860 | 9 265 |
| SALA<br>FAC<br>PCT:     | MIX           | 73 <del>9</del><br>0.3 | 7 <b>9</b> 026<br>2 |             | 31         | J / 1  | 0.3                     |                 | <b>-</b> •                             | 0.05                    |                |                               | 0.0   |             |                              | 1.0   | 0      |       |
| 101;                    | ,             |                        | -                   |             |            |        |                         |                 |  |                         |                |                               |       |             |                              |       |        |       |

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will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 141 of the 210 state (AASCU) institutions. The average salary of the 746 faculty was \$33,239. This average salary was approximately 2 percent (1.02%) higher than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of philosophy and religion was reported in 149 of the same 210 state (AASCU) institutions. The average salary of the 785 faculty was \$39,455. This average salary was approximately 3 percent (1.03%) higher than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in philosophy and religion after three years in the state institutions studied was 18.7 percent (\$39,455 minus \$33,239 equals \$6,216). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.9 percent or an average of 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of philosophy and religion (18.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.5 percentage points (18.7% minus 17.2% equals 1.5%) less than faculty in the discipline/major field of philosophy and

religion. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor rank in both the state studies: 0.42 vs 0.21 (1986-87) and 0.44 vs 0.22 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to philosophy and religion in both of the state studies.

Finally, the hiring rate of new assistant professors in philosophy and religion was higher in the 1986-87 state study in comparison to that of ALL MAJOR FIELDS: 4.8 percent (30/746) vs. 3.6 percent (1,869/51,460), respectively. However, the hiring rate of new assistant professors in philosophy and religion in 1989-90 was lower than ALL MAJOR FIELDS: 4.3 percent (34/785) vs. 5.2 percent (2,865/55,567), respectively.

# RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 226 of the 265 private institutions. The average salary of the 1,208 faculty was \$30,592. This average salary was approximately 3 percent (0.97%) lower than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of philosophy and religion was reported in 237 of the same 265



private institutions. The average salary of the 1,282 faculty was \$35,803. This average salary was approximately 4 percent (0.96%) lower than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

increase in average salaries for all faculty in philosophy and religion after three years in the private institutions studied was 17 percent (\$35,803 minus \$30,592 equals \$5,211). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.2 percent or 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of philosophy and "cligion (17%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.1 percent (19.1% minus 17% equals 2.1%) more than faculty in the discipline/major field of philosophy and religion. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

In the discipline/major field of philosophy and religion, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.41 vs. 0.25 (1986-87), respectively; and 0.40 vs. 0.28 (1989-90), respectively. This is different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to philosophy and religion in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in philosophy and religion in the 1986-87 private study was lower than



the hiring rate in ALL MAJOR FIELDS, 3.7 percent (47/1,279) vs. 4.4 percent (1,208/27,249), respectively. Also, in the 1989-90 private study the hiring rate was higher in ALL MAJOR FIELDS, 4.4 percent (65/1,476) vs. 4.5 percent (1,282/28,609), respectively.

### CONCLUDING REMARKS

This irticle presented salary-trend information on the academic discipline/major field of philosophy and religion and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,021 faculty in the discipline/major field of philosophy and religion participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of philosophy and religion is currently (1989-90) some 3 percent above in the state institutions and 4 percent below in the private institutions of the overall faculty salary factor of ALL MAJOR FIELDS. The average faculty salary for philosophy and religion in the private institutions was approximately 9 percent less in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) 11 percent less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in philosophy and religion, in both the state and private institutions, received overall salary increases for three years above



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the cost-of-living. The salary increase of the philosophy and religion faculty salaries in the state institutions exceeded faculty in ALL MAJOR FIELDS during this same period, whereas philosophy and religion faculty salaries in the private institutions lagged behind ALL MAJOR FIELDS. Philosophy and religion faculty in the private institutions have some catching up to do in salary in comparison to faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of philosophy and religion the full professor rank has a greater percentage compared to the assistant professor rank for both the state and private studies. The full professor rank appears to be increasing at a greater rate in the state institutions compared to the private institutions. It seems a smaller percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individue! faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in philosophy and religion, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author George F. Howe is an administrator at Troy State University in Montgomery, Montgomery, Alabama.

## APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

## APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

PHILOSOPHY AND RELIGION

BUSINESS ADMINISTRATION AND MANAGEMENT

PHYSICAL EDUCATION

**BUSINESS AND MANAGEMENT** 

PHYSICAL SCIENCES

**BUSINESS ECONOMICS** 

**PHYSICS** 

CHEMISTRY

POLITICAL SCIENCE AND GOVERNMENT

COMMUNICATION TECHNOLOGIES

**PSYCHOLOGY** 

COMMUNICATIONS

READING EDUCATION

COMPUTER & INFORMATION SCIENCES

SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION

SOCIOLOGY

DRAMATIC ARTS

SPECIAL EDUCATION

DRAWING

SPEECH PATHOLOGY/AUDIOLOGY

**EDUCATION** 

STUDENT COUNSELING AND PERSONNEL

SERVICES

ENGINEERING

VISUAL AND PERFORMING ARTS

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

**MATHEMATICS** 

MULTI-INTERDISCIPLINARY STUDIES

TOTAL: 36

MUSIC

NURSING

#### APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

### Participating Institutions

Adams State College (CO) Georgia College (GA) Alabama State University (AL) Georgia Southern College (GA) Albany State College (GA) Angelo State University (TX) Appalachian State University (NC) Arkansas Tech University (AR) Auburn University at Montgomery (AL) Augusta College (GA) Austin Peay State University (TN) Ball State University (IN) Bemidji State University (MN) Black Hills State University (SD) Bluefield State College (WV) Bridgewater State College (MA) California State University, Bakersfield (CA) California State University, Hayward (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Missouri State University (MO) Central State University (OK) Central Washington University (WA) Chadron State College (NE) Christopher Newport College (VA) Citadel, (The) Military College of South Carolina (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) College of Staten Island, The (NY) Columbus College (GA) Delta State University (MS) Dickinson State University (ND) East Central University (OK) East Tennessee State University (TN) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Washington University (WA) Edinboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida Atlantic University (FL) Fort Hays State University (KS) Francis Marion College (SC) Frostburg State University (MD) Moorhand State University (MN) George Mason University (VA) Morehead State University (KY)

Glenville State College (WV) Grambling State University (LA) Grand Valley State University (MI) Harris-Stowe State College (MO) Henderson State University (AR) Humacao University College (PR) Idaho State University (ID) Illinois Late University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Jacksonville State University (AL) James Madison University (WV) Kearney State College (NE) Keene State College (NH) Kennesaw State University (GA) Kent State University (OH) Lake Superior State University (MI) Lamar University--Beaumont (TX) Lander College (SC) Lewis-Clark State College (ID) Lincoln University (MO) Livingston University (AL) Longwoor College (VA) Louisiana State University in Shreveport (LA) Louisiana Tech University (LA) Maine Maritime Academy (ME) Mansfield University of Pennsylvania (PA) Marshall University (WV) Mary Washington College (VA) Mayville State University (ND) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Metropolitan State University (IM) Middle Tennessee State University (TN) Millersville University of Pennsylvania (KY) Mississippi University for Women (MS) Missouri Southern State College (MO) Missouri Western State College (MO) Montana College of Mineral Science & Technology (MI) Montclair State College (NJ)



| Morgan State University (MD)                      |
|---|
| Murray State University (KY)                      |
| New Mexico Highlands University (NM)              |
| North Adams State College (NA)                    |
| North Carolina Central University (NC)            |
| Northeast Louisiana University (LA)               |
| Northeast Missouri State University (MO)          |
| Northeastern Illinois University (IL)             |
| Northeastern State University (OK)                |
| Northern Arizona University (AZ)                  |
| Northern Illinois University (IL)                 |
| Northern Kentucky University (KY)                 |
| Northern Michigan University (MI)                 |
| Northern State University (SD)                    |
| Oakland University (MI)                           |
| Old Dominion University (VA)                      |
| Peru State College (NE)                           |
| Pittsburg State University (RS)                   |
|   |
| Plymouth State College (NH)                       |
| Portland State University (OR)                    |
| Radford University (VA)                           |
| Rhode Island College (RI)                         |
| Saginaw Valley State University (MI)              |
| Salem State College (MA)                          |
| Sam Houston State University (TX)                 |
| San Diego State University (CA)                   |
| Sangamon State University (IL)                    |
| Shepherd College (WV)                             |
| Shippensburg University of Pennsylvania (PA)      |
| Slippery Rock University of Pennsylvania (PA)     |
| Sonoma State University (CA)                      |
| South Dakota School of Mines & Technology (SD)    |
| Southeast Missouri State University (MO)          |
| Southeastern Louisiana University (IA)            |
| Southeastern Massachusetts University (MA)        |
| Southern College of Technology (GA)               |
| Southern Illinois University at Carbondale (IL)   |
| Southern Illinois University at Edwardsville (IL) |
| Southern Oregon State College (OR)                |
| Southwest Missouri State University (MO)          |
| Southwest State University (MN)                   |
| Southwest Texas State University (TX)             |
| Southwestern Oklahoma State University (OK)       |
| St. Cloud State University (MN)                   |
| State University of New York College              |
| at Brockport (NY)                                 |
| State Unive sity of New York College              |
| at Buffalo (NY)                                   |
| State University of New York College              |
| at Fredonia (NY)                                  |
| State University of New York College              |
| at Old Westbury (NY)                              |
|   |

State University of New York College at Potsdam (NY) Stephen F. Austin University (TX) Sul Ross State University (TX) Tennessee Technological University (TN) Texas A&I University (TX) Texas A&M University at Galveston (TX) Texas Woman's University (TX) Towson State University (MD) Troy State University (/L) University of Akron, The (OH) University of Arkansas at Little Rock (AR) University of Arkansas at Monticello (AR) University of Central Arkansas (AR) University of Colorado at Colorado Springs (CO) University of Colorado at Denver (CO) University of Houston--Clear Lake (TX) University of Maine at Fort Kent (ME) University of Maryland Baltimore County (MD) University of Montevallo (AL) Universtiy of Nebraska at Omaha (NE) University of Nevada, Las Vegas (NV) University of North Carolina at Asheville (NC) University of North Carolina at Charlote (NC) University of North Carolina at Greensboro (NC) University of North Carolina at Wilmington (NC) University of Northern Colorado (CO) University of Northern Iowa (IA) University of North Texas (TX) University of Pittsburgh at Bradford (PA) University of Pittsburgh at Johnstown (PA) University of Science and Arts of Oklahoma (OK) University of South Alabama, The (AL) University of South Carolina at Aiken (SC) University of South Carolina at Spartanburg (SC) University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Maine (ME) University of Southern Mississippi (MS) University of Southwestern Louisiana (LA) University of Tennessee at Chattanooga (TN) University of Tennessee at Martin (TN) University of Texas at Dallas (TX) University of Texas at San Antonio (TX) University of Texas at Tyler, The (TX) University of the Virgin Islands --St. Croix University of the Virgin Islands--St. Thomas University of Wisconsin--Eau Claire (WI)

University of Wisconsin--Green Bay (WI)

University of Wisconsin--La Crosse (WI) University of Wisconsin--Oshkosh (WI) University of Wisconsin--Plattville (WI) Valdosta State College (GA) Valley City State University (ND) Washburn University of Topeka (KS) Wayne State College (NE) Weber State College (UT) West Chester State College (PA) West Georgia College (GA) West Texas State University (TX) West Virginia Institute of Technology (WV) West Virginia State College (WV) Western Carolina University (NC) Western Connecticut State University (CT) Western Illinois University (IL) Western Kentucky University (KY) Western Michigan University (MI) Western Oregon State College (OR) Western State College of Colorado (CO) Wichita State University, (KS) William Paterson College (NJ) Winston-Salem State University (NC)

TOTAL: 210



#### APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

### Participating Institutions

Abilene Christian University (TX) Central College (IA) Albertus Magnus College (CT) Central Methodist College (MO) Albion College (MI) Central Wesleyan College (SC) Alfred University (NY) Chapman College (PA) Allegheny College (PA) Christian Brothers College (IN) Allentown College of St. Francis de Sales (PA) Clark University (MA) Alma College (MI) Cogswell Polytechnical University (CA) American University, The (DC) Coker College (SC) Amherst College (MA) College of Mount Saint Vincent (NY) Anna Maria College (MA) College of Mount St. Joseph (OH) Aquinas College (MI) College of Saint Mary (NE) Arkansas College (AR) College of St. Scholastica (MN) Asbury College (KY) College of St. Thomas (MN) Ashland University (OH) College of the Holy Cross (MA) Augustana College (IL) College of Wooster, The (OH) Aurora University (IL) Concordia College (MN) Avila College (MO) Concordia College (NY) Azusa Pacific University (CA) Concordia Teachers College (NE) Babson College (MA) Cornell College (IA) Baldwin-Wallace College (OH) Covenant College (GA) Bard College (NY) D'Youville College (NY) Barry University (FL) Daniel Webster College (NH) Beaver College (PA) David Lipscomb College (TN) Bellarmine College (KY) Defiance College, The (OH) Bellevue Callege (NE) Depaul University (IL) Benedictine College (RS) Dickinson College (PA) Bethune-Cookman College (FL) Doane College (NE) Birmingham-Southern College (AL) Dominican College of Blauvelt (NY) Boston University (MA) Dordt College, Inc. (IA) Bradley University (IL) Drake University (IA) Bijar Cliff College (AL) Drew University (NJ) Bridgewater College (VA) Drury College (MO) Brigham Young University (UT) Eastern Mennonite College and Bryant College (RI) Seminary (VA) Bryn Mawr College (PA) Eckerd College (FL) Bucknell University (PA) Elmhurst College (IL) Butler University (IN) Elmira College (NY) Cabrini College (PA) Embry-Riddle Aeronautical University (FL) Canisius College (NY) Emerson College (MA) Capital University (OH) Emory & Henry College (VA) Carroll College (MT) Eureka College (IL) Carroll College (WI) Fairfield University (CT) Catawba College (NC) Ferrum College (VA) Catholic Theological Union (IL) Fontbonne College (MO) Catholic University of America, The (DC) Franklin and Marshall College (PA) Cedar Crest (PA) Furman University (SC) Cedarville College (OH) George Fox College (OR)



| George Washington University, The (DC)           |
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| Georgetown University (DC)                       |
| Georgian Court College (PA)                      |
| GMI Engineering & Management Institute (MI)      |
| Gonzaga University (WA)                          |
| Gordon-Conwell Theological Seminary (MA)         |
| Grace College & Theological Seminary (IN)        |
| Guilford College (NC)                            |
| Hamline University (MN)                          |
| Hampton University (VA)                          |
| Hawaii Pacific College (HI)                      |
| Meidelberg College (OH)                          |
| Hiram College (OH)                               |
| Holy Names College (CA)                          |
| Hood College (MD)                                |
| Huston-Tillotson College (TX)                    |
| Iona College (NY)                                |
| Ithaca College (NY)                              |
| John Carroll University (OH)                     |
| Johns Hopkins University, The (MD)               |
| Juniata College (PA)                             |
| Kalamazoo College (MI)                           |
| Kenyon College (OH)                              |
| Ring's College (PA)                              |
| La Roche College (PA)                            |
| Le Tourneau College (TX)                         |
| Lebanon Valley College (PA)                      |
| Lewis & Clark College (OR)                       |
| Lincoln Memorial University (TN)                 |
| Linfield College (OR)                            |
| Loras College (IA)                               |
| Louisiana College (LA)                           |
| Loyola College in Maryland (MD)                  |
| Luther College (IA)                              |
| Lutheran Theological Seminary at Gettysburg (PA) |
| Lycoming College (PA)                            |
| Lynchburg College (VA)                           |
| Madonna College (MI)                             |
| Malane College (OH)                              |
| Manhattan Christian College (KS)                 |
| Manhattanville College (NY)                      |
| Marietta College (OH)                            |
| Marist College (NY)                              |
| Mars Hill College (NC)                           |
| Mary Baldwin College (VA)                        |
| Marymount College (NY)                           |
| Marywood College (PA)                            |
| Memphis Theological Seminary (TN)                |
| Mercer University (GA)                           |
| Mercy College (NY)                               |
| Marcy College of Detroit (MI)                    |
| merch correspond nations (ut)                    |

Merdith College (NC) Merrimack College (MA) Milliken University (IL) Missouri Baptist College (MO) Monmouth College (NJ) Moravian College (PA) Morris Brown College (GA) Mount Mercy College (IA) Mount Saint Mary's College (MD) Mount St. Clare College (IA) Mount Union College (OH) Mount Vernon College (DC) Muskingum College (OH) Nazarene Theological Seminary (MO) Neumann College (PA) North Central College (IL) Northeastern University (MA) Northland College (WI) Northwestern College (IA) Northwestern College (MN) Norwich University (VT) Notre Dame College (NH) Notre Dame College (OH) Notre Dame Seminary (LA) Ohio Northern University (OH) Ottawa University (KS) Otterbein College (OH) Our Lady of the Holy Cross College (LA) Our Lady of the Lake University (TX) Paine College (GA) Palm Beach Atlantic College (FL) Park College (MO) Parks College of St. Louis University (IL) Pepperdine University (CA) Piedmont College (GA) Pikeville College (KY) Polytechnic University (NY) Presbyterian College (SC) Principia College (IL) Quincy College (IL) Randolph-Macon Woman's College (VA) Reed College (OR) Reformed Bible College (MI) Regis College (MA) Rensslaer Polytechnic Institute (NY) Rhode Island School of Design (RI) Rider College (NJ) Roanoke College (VA) Rockford College (IL) Rockhurst College (MO) Rocky Mountain College (MT)



Rose-Hulman Institute of Technology (IN) Russell Sage College (NY) Sacred Heart University (CI) Saint John's University (MN) Saint Joseph Co'lege (CT) Saint Joseph's College (IN) Saint Mary's College (MI) Saint Mary's College (MN) Saint Mary's College of California (CA) Saint Meinrad College (IN) Saint Michael's College (VT) Salem College (NC) School of the Ozarks, The (NO) Schreiner College (TX) Scripps College (CA) Seattle Pacific University (WA) Seattle University (WA) Seton Hill College (PA) Shorter College (GA) Siena College (NY) Siena Heights College (MI) Simpson College (IA) Skidmore College (NY) Southern California College (CA) Southwestern Assemblies of God College (TX) Spalding University (KY) Springfield College (MA) St. Bonaventure University (NY) St. Edward's University (TX) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Talladega College (AL) Taylor University (IN) Texas Christian University (TX) Transylvania University (KY) Tri-State University (IN) Trinity College (DC) Trinity College of Vermont (VT) Trinity University (TX) United Theological Seminary of the Twin Cities (MN) University of Charleston, The (SC) University of Dayton (OH) University of Detroit (MI) University of Dubuque Theological Seminary (IA) University of Findlay, The (OH) University of Hartford (CT)

University of La Verne (CA) University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of Rio Grande (OH) University of San Diego (CA) University of the South University of Tulsa (OK) Valparaiso University (IN) Viterbo College (WI) Walsh College (OH) Washington and Jefferson College (PA) Washington Bible College (MD) Wesleyan College (GA) West Virginia Wesleyan College (WV) Western Maryland College (MD) Westmar College (IA) Westminster College of Salt Lake City (UT) Westminster Theological Seminary (PA)

**TOTAL: 265** 

